

RETAIL CLERKS
Advocate

APRIL 1968

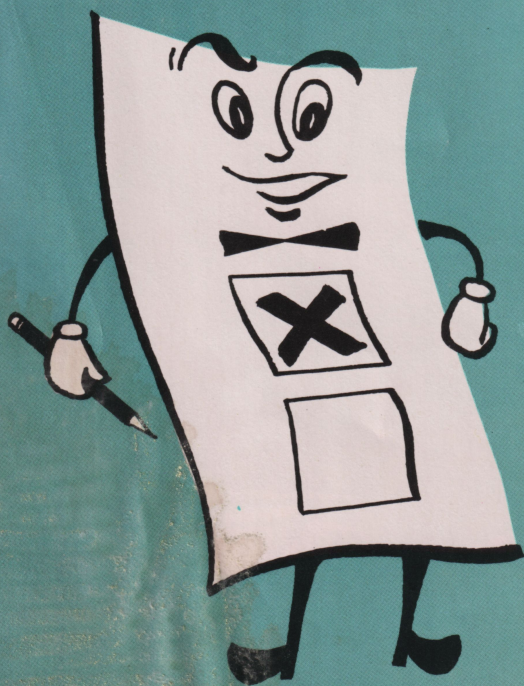


for

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BETTER

COMMUNITY



JOIN YOUR



ACTIVE
BALLOT
CLUB

IN 1968

RETAIL CLERKS INTERNATIONAL ADVOCATE



TO SIN BY SILENCE WHEN THEY SHOULD PROTEST
MAKES COWARDS OUT OF MEN.

APRIL 1968

LXXI

NUMBER 4

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De Sales Building - - Washington, D. C. 20036

Communications must reach the editorial offices of THE ADVOCATE, De Sales Building, Washington, D. C. 20036, before the first day of the month preceding the issue in which they are to appear. The fact that a signed article is published does not commit THE ADVOCATE to all opinions expressed therein. Contributions and items of news concerning the craft and the labor movement are requested from our readers. Every contribution must be written plainly on one side only of the paper and accompanied by the name of the writer—not necessarily for publication—as evidence of good faith. THE ADVOCATE reserves all right to edit copy to conform with space limitations and editorial policy.

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INTERNATIONAL OFFICERS

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CHARLES J. KELLEHER Sixth Vice President
IVAN M. MORRIS Seventh Vice President
DONALD E. CARTER Eighth Vice President
WILLIAM A. McGRATH Ninth Vice President
JOHN T. HALETSKY Tenth Vice President
WILLIAM W. MAGUIRE Secretary-Treasurer

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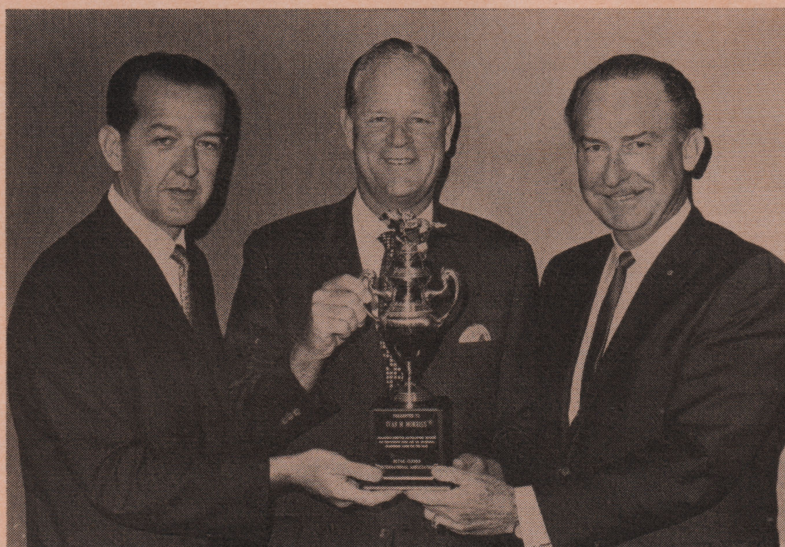
In this Issue

SOUTHEASTERN DIVISION SWEEPS ORGANIZING COMPETITION	2
MARCH BOARD MEETING BEGINS RCIA's 81st YEAR OF PROGRESS	3
SUMMARY OF NOMINATIONS FOR INTERNATIONAL OFFICERS	4
RULES FOR THE CONDUCT OF THE JUNE 1968 ELECTION OF INTERNATIONAL OFFICERS	6
ACTIVE BALLOT CLUB NEWS	11
WASHINGTON, D. C., MEMBERS O. K. PACEMAKING CONTRACT	13
INSURANCE AGENTS PAID ON COMMISSION RULED TO BE EMPLOYEES	15
NASHVILLE, TENNESSEE—"Athens of the South"	16
EXPAND DOMESTIC PROGRAMS, URGES AFL-CIO COUNCIL	18
PRESIDENT MOUNTS FIGHT AGAINST DRUG COSTS	20
LOCAL UNION NEWS	23
NOTES FOR ORGANIZERS AND NEGOTIATORS	28
NEWS-LET	29

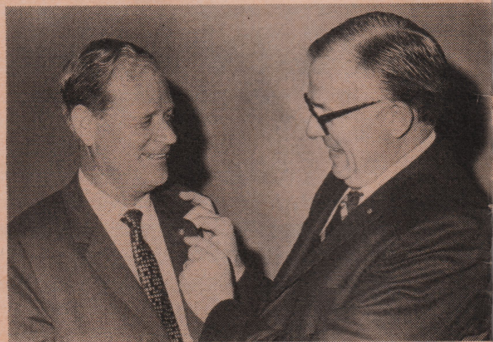
Other Features

Labor News Briefs—9 Jobless Rate in Large Cities Higher Than in Suburbs—9
Canadian Audiences Hear of RCIA Achievements—10 Community Relations
News—12 AFL-CIO Proposes Expansion of Disaster Aid—12 White Collar
Workers Around the World—14 ILO Invited to U.S. To Celebrate 50th
Birthday—14 Fight Against Lie Detectors Must Be Stepped Up—15
Southeastern Division Cup Won by Canadian Local—15 Women's Page—19
Gas Station Games Controversial Sport—20 Puzzle Page—21 Social
Security—22

COVER PHOTO—We are indebted to King's Florist for their generosity in making their store available for photographing this month's cover. King's has had an honorable collective bargaining relationship with Local 400, Washington, D. C., for many years. Photo by James T. Dunlop Studios.



LEADER—At left Ivan M. Morriss, organizing director of the Southeastern Division (center), holds the trophy awarded for the greatest numerical gain. International Director of Organization William A. McGrath and International President James A. Suffridge jointly make the award. Below, Morriss receives the jeweled pin for leading in the fourth quarter from Vice President Donald A. Carter.



Southeastern Division Sweeps Organizing Competition

THE Southeastern Division won the RCIA's annual organizing competition, coming to the front in the last quarter to establish a commanding lead for the year.

Over-all, the growth of the International Association for 1967 extended the RCIA's record of consecutive net gains to 24 years.

The winning performance won the jeweled, traveling pin, a trophy, and a certificate of achievement for International Vice President Ivan M. Morriss, organizing director of the Southeastern Division.

The presentation of the awards was one of the high points of the Executive Board meeting and emphasized the importance of organizing in the life of the International Association.

This importance was reinforced by the report of International Director of Organization William A. McGrath. He went into detail about the achievements and the reasons for the RCIA's continued success in extending the benefits and protections of RCIA membership to a continuing host of unorganized store workers.

McGrath also dealt extensively with the urgent need to intensify organizing efforts during the current year to increase benefits for current members, to protect our jurisdiction from raiding, and to continue our mission of bringing a

better life to all retail store employees.

High priority will be given in 1968 to mounting extensive campaigns in the traditional, downtown department stores in many major cities. These stores are a primary target because their low wages and backward policies are a threat to establishing full-time career opportunities in the retail industry.

Vice President McGrath credited the extension of the back-to-back programs, where the salaries of organizers are shared jointly between local unions and the International Association, as being a major factor in our continued growth.

He also praised the local unions, councils, and divisional directors for expanding their manpower resources and for their continuing educational programs. These ongoing sessions prepare the International Association's field personnel to meet future challenges.

Concluding his report after a detailed discussion of the performance of each organizing division during 1967, McGrath said, "This past year was a year of substantial progress. We look forward to 1968 as a year of even greater gains and know that we will come to the next midwinter meeting with a much larger and stronger membership in the RCIA."

Final Standings in 1967 Organizing Competition

1. **Southeastern Division**
IVAN M. MORRISS, *Organizing Director*
2. **Central Division**
THOMAS G. WHALEY, *Organizing Director*
3. **Northwestern Division**
EARL D. MCDAVID, *Organizing Director*
4. **Eastern Division**
DONALD E. CARTER, *Organizing Director*
5. **Metropolitan New York Division**
CHARLES J. KELLEHER, *Organizing Director*
6. **Southwestern Division**
JOHN T. HALETSKY, *Organizing Director*
7. **Southern Division**
PETER L. HALL, *Organizing Director*

March Board Meeting Begins RCIA's 81st Year of Progress

BY the next International convention, the RCIA should be the third or fourth largest affiliate of the AFL-CIO, and within the next half decade, we should reach the million mark in membership," International President James A. Suffridge announced to the Executive Board at its meeting in March.

Noting that the first half million is the hardest, Suffridge stated that the present outlook of every member of the RCIA team gives him complete confidence that his prediction will be fulfilled.

Presiding at the winter meeting, the International president heard reports from Director of Organization William A. McGrath and the organizing directors of each division that strongly reinforced his optimistic outlook.

Increased benefits for current members have gone hand in hand with membership gains, International Vice President James T. Housewright, executive assistant to President Suffridge, told the Board members. He cited the division-wide health and welfare and pension plans recently established in the Southern Division as well as a number of state-wide pension plans as examples of progress in these important areas.

International Secretary-Treasurer William W. Maguire reported for the RCIA's board of trustees, emphasizing in particular the progress of the Suffridge Building, the new International headquarters.

Maguire also gave an account of the detailed negotiations and plan-

ning that preceded the selection of the site, the architect, and the builder for the 11-story edifice.

International Vice President Samuel J. Meyers, director of organizing promotions, told the Board of the continuing stream of letters received at International headquarters as the result of the messages sponsored on NBC Monitor radio.

These letters—from retail store employees—set forth their problems and appeal to the RCIA for assistance in improving their wages and working conditions.

As a result of Monitor inquiries, a number of successful organizing campaigns have been concluded.

Reporting on progress in the Southwestern Division, International Vice President John T. Haletsky praised the new agreements between Locals 1100 and 410 and the San Francisco department stores which gained a union security clause for the first time.

He also analyzed the recently-concluded settlement between Local 648 and the San Francisco grocery industry, which followed a brief lockout. The pact raises wages by 58 cents an hour over a three-year period and provides a number of other advances over the previous agreement.

The Metropolitan New York Division is looking forward to an accelerated rate of growth in 1968, International Vice President Charles J. Kelleher reported as he announced the projects currently underway.

Guests at the Board meeting in-

cluded Paul Doucet, secretary-treasurer of Local 486, Montreal, and Rex Clifford, president, and Charles Wilson, secretary-treasurer, of Local 400, Washington, D. C.

Both Doucet and Clifford extended warm invitations to the Board to hold the next International convention in their cities.

The Executive Board instructed the officers to check into the hotel accommodations in both cities and to have Vice President Carter determine from the host locals in Canada and the Eastern Division their preference.

One full session was devoted to the report of Active Ballot Club Director Charles B. Lipsen, assisted by Community Relations Director Peter P. Voeller.

Lipsen stressed the importance to all union members of the forthcoming national elections.

He set forth in detail the massive efforts being put forth by reactionary organizations in preparation for November. Some 101 Congressmen were elected two years ago by a margin of 5 per cent or less. These are the targets of the right-wing, and they are concentrating particularly on 36 seats that would give them the balance of power needed to pass anti-union legislation.

Pursuant to Section 9(P) of the International constitution the Executive Board selected an International Canvassing Board, to consist of 12 members. The board will be comprised of representatives of Local 324, Buena Park, California; 367, Tacoma, Washington; 486, Montreal, Quebec, Canada; 711, Boston, Massachusetts; 876, Detroit, Michigan; 1049, Newark, New Jersey; 1063, Atlanta, Georgia; 1100, San Francisco, California; 1146, New York, New York; 1360, Camden, New Jersey; 1518, Vancouver, British Columbia, Canada; and 1550, Chicago, Illinois.

Also, in accordance with the authority set forth in Section 10(A) (4) of the International constitution, the Board elected three of its members to the International Board of Audit, to examine the books of the International Association.

Members of the Board of Audit are Vice Presidents Donald E. Carter, Charles J. Kelleher, and Ivan M. Morris.

Board Sets Forth Rules for Election of Officers

ONE OF THE FINAL ACTIONS of the International Executive Board was the adoption of rules to govern the conduct of the election for International officers in June.

In establishing these rules, the Board was guided by one cardinal principle: "To afford each active member in good standing a genuine opportunity to freely cast a secret ballot for candidates of his

choice."

To that end, the *ADVOCATE* is printing the rules in full in this issue beginning on page 6. We will repeat this printing in subsequent issues so that every member may familiarize himself with the voting procedures and exercise his democratic prerogative to participate in selecting the leadership of the International Association for the next four-year period.

Summary of Nominations for International

ON these pages is published a complete tabulation of the nominations for International officers. Elections for the International Executive Board will occur in June for a new four-year term to begin September 1, 1968.

Here is a summary of the results:

International President

James T. Housewright	186
John T. Haletsky	60

International Secretary-Treasurer

William W. Maguire	187
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International First Vice President

Samuel J. Meyers	186
Joseph T. DeSilva	59

International Second Vice President

Earl D. McDavid	187
Charles J. Kelleher	58

International Third Vice President

Peter L. Hall	185
Leon Sheppard	59

International Fourth Vice President

David A. Wade	183
Nick De Julio	47

International Fifth Vice President

Ivan M. Morriss	183
Louis J. Renschen	60

International Sixth Vice President

Donald E. Carter	188
Alvin Akman	57

International Seventh Vice President

William A. McGrath	186
Wendell W. Young	58

International Eighth Vice President

Thomas G. Whaley	179
Aurby M. Falk	64

International Ninth Vice President

Ronald L. Meeker	184
Claude Jinkerson	61

International Tenth Vice President

Thomas M. Russow	182
Sidney Heller	62

Nominations for Murray Plopper, who was declared ineligible to be a candidate, and for Paul Doucet and Herschel Womack, who withdrew as candidates, are not tabulated.

Nominations for the Housewright-Maguire Administration Ticket

The local unions listed below voted for the entire Housewright-Maguire Administration Ticket composed of the following candidates:

James T. Housewright, *International President*; William W. Maguire, *International Secretary-Treasurer*; Samuel J. Meyers, *International First Vice President*; Earl D. McDavid, *International Second Vice President*; Peter L. Hall, *International Third Vice President*; David A. Wade, *International Fourth Vice President*; Ivan M. Morriss, *International Fifth Vice President*; Donald E. Carter, *International Sixth Vice President*; William A. McGrath, *International Seventh Vice President*; Thomas G. Whaley, *International Eighth Vice President*; Ronald L. Meeker, *International Ninth Vice President*; Thomas M. Russow, *International Tenth Vice President*.

Local unions 4, 10, 11, 20, 25, 30, 31, 35, 36, 37, 40, 57, 73, 98, 99, 102, 147, 148, 149, 156, 157, 187, 201, 204, 206, 210, 212, 214, 216, 219, 221, 224, 229, 230, 233, 240, 244, 253, 254, 265, 278, 298, 299, 300, 309, 322, 324, 330, 344, 367, 368, 371, 381, 390, 396, 400, 402, 409*, 416, 418, 424, 441, 444, 445, 448, 455, 458, 467, 475, 482, 483, 486, 486R, 486W, 505, 517, 526, 536, 548, 550, 552, 560, 569, 575, 629, 631, 676, 684, 698, 711, 725, 727, 754, 782, 789, 807, 809, 826, 832, 870, 876, 880, 919, 930, 942†, 949, 954, 988, 991, 992, 1015, 1041, 1049, 1059, 1063, 1086, 1091, 1092, 1099, 1105, 1110, 1113, 1116, 1207, 1235, 1263, 1281, 1286, 1291, 1314, 1325, 1354, 1358, 1359, 1360, 1371, 1394, 1401, 1403, 1404, 1407, 1435, 1439, 1441, 1442, 1445, 1453, 1459, 1460, 1470, 1496, 1504, 1535, 1538, 1540, 1550, 1552, 1557, 1565, 1573, 1583, 1604, 1607, 1612, 1614, 1625, 1627, 1636, 1640, 1652, 1657, 1665, 1680, 1684, 1685, 1689, 1691.

Nominations for the Haletsky-RRR Slate

The local unions listed below voted for the entire Haletsky-RRR Slate composed of the following candidates:

John T. Haletsky, *International President*; Joseph T. DeSilva, *International First Vice President*; Charles J. Kelleher, *International Second Vice President*; Leon Sheppard, *International Third Vice President*; Nick De Julio, *International Fourth Vice President*; Louis J. Renschen, *International Fifth Vice President*; Alvin Akman, *International Sixth Vice President*; Wendell W. Young, *International Seventh Vice President*; Aurby M. Falk, *International Eighth Vice President*; Claude Jinkerson, *International Ninth Vice President*; Sidney Heller, *International Tenth Vice President*.

Officers for the Term to Begin September 1

Local unions 7, 21, 24, 137, 150, 169, 197, 304, 308, 311, 313, 372, 373, 410, 428, 480, 488, 541, 588, 648, 655, 663, 692, 736, 770, 775, 839, 886, 888, 896, 899, 905, 912, 1000, 1053, 1095, 1100, 1111, 1167, 1222, 1245, 1288, 1349, 1357, 1364, 1393, 1434, 1500, 1529, 1532, 1558, 1564, 1595, 1687.*

Local Unions That Did Not Nominate Either Group in Its Entirety

Fifteen local unions did not nominate one group or another in its entirety, but chose candidates as set forth below:

International President:

Housewright—Locals 345, 435, 640, 666, 680, 1085, 1130, 1536, 1696.

Haletsky—Locals 17, 415, 1188, 1262, 1361, 1436.

International Secretary-Treasurer:

Maguire—Locals 345, 435, 666, 680, 1085, 1130, 1188, 1361, 1536, 1696.

International First Vice President:

Meyers—Locals 345, 415, 435, 640, 666, 680, 1085, 1130, 1696.

DeSilva—Locals 17, 1188, 1262, 1361, 1536.

International Second Vice President:

McDavid—Locals 345, 640, 666, 680, 1085, 1130, 1188, 1262, 1536, 1696.

Kelleher—Locals 17, 415, 435, 1361.

International Third Vice President:

Hall—Locals 345, 435, 640, 666, 680, 1085, 1130, 1536, 1696.

Sheppard—Locals 17, 415, 1188, 1262, 1361.

International Fourth Vice President:

Wade—Locals 345, 435, 640, 666, 680, 1085, 1130, 1696.

De Julio—Locals 17, 415, 1188, 1536.

International Fifth Vice President:

Morriss—Locals 345, 640, 666, 1085, 1130, 1188, 1696.

Renschen—Locals 17, 415, 435, 680, 1262, 1361, 1536.

International Sixth Vice President:

Carter—Locals 17, 345, 415, 435, 640, 666, 680, 1085, 1130, 1188, 1436, 1696.

Akman—Locals 1262, 1361, 1536.

International Seventh Vice President:

McGrath—Locals 345, 435, 640, 666, 680, 1085, 1130, 1262, 1536, 1696.

Young—Locals 17, 415, 1188, 1361.

International Eighth Vice President:

Whaley—Locals 345, 640, 1188.

Falk—Locals 17, 415, 435, 666, 680, 1085, 1130, 1262, 1361, 1536, 1696.

International Ninth Vice President:

Meeker—Locals 345, 640, 666, 680, 1085, 1130, 1696.

Jinkerson—Locals 17, 415, 435, 1188, 1262, 1361, 1536.

International Tenth Vice President:

Russow—Locals 640, 680, 1085, 1130, 1262, 1696.

Heller—Locals 17, 345, 415, 435, 666, 1188, 1361, 1536.

*Local 409 and Local 1687 did not make a nomination for the position of International Fourth Vice President.

†Local 942 did not make a nomination for the positions of International Third Vice President; International Fourth Vice President; International Fifth Vice President; International Sixth Vice President; International Seventh Vice President; International Eighth Vice President; and International Tenth Vice President.

Rules for the Conduct of the June 1968 Election of

THE conduct of this election shall be exclusively governed by the International Constitution and by Federal law and implemented by laws passed by the International Executive Board, incorporated herein, which are consistent with the objectives of the International Constitution and applicable Federal law.

The primary policy underlying the Retail Clerks International Association Constitution, applicable Federal law, and the law passed by the International Executive Board is to afford each active member in good standing a genuine opportunity to freely cast a secret ballot for candidates of his choice.

Federal law requires, and the International Constitution intends, that the scheduled voting hours and the location and number of polling places be established so as to provide each active member a reasonable opportunity to vote.

Elections must be held at a regular, special, or adjourned business meeting of the Local Union in June 1968. An adjourned business meeting of a Local Union is interpreted to mean a special or regular business meeting which is recessed to a specific date, at which time the Local Union shall set up a polling place, or places, and shall conduct the election for International officers. The election day for such Local Union then becomes an "adjourned" business meeting. Each Local Union shall designate one day only during the month of June 1968 for the election of International officers. The Local Union president, as the presiding officer of Local Union meetings, is charged with the responsibility for supervision of the election meeting.

The International secretary-treasurer shall, during the month of May 1968, prepare and furnish ballots to all Local Unions. The ballots shall be printed so that the names of candidates appear in blocks according to the office for which they are running, with the name of the office appearing above the block. The names of the candidates for each office shall appear so that the candidate receiving the highest number of nominations for each office appears first, the candidate receiving the second highest number of nominations second, etc.

The International secretary-treasurer shall furnish a sufficient number of ballots to each Local Union based upon the last month's membership report received from each Local Union.

The International secretary-treasurer shall prepare, by reference to the last month's membership reports prepared and submitted by the Local Unions, a Voter Eligibility Card. Such card shall be mailed from International headquarters by the International secretary-treasurer to the last known home address of each active member of the Retail Clerks International Association. Each active member shall deposit this Voter Eligibility Card with a member of the Board of Election in order to receive a ballot. Active members seeking to vote without depositing Voter Eligibility Cards shall vote by challenged ballot.

Each Local Union secretary-treasurer shall prepare an eligibility list, containing, in alphabetical order, the names of all active members in good standing who will be eligible to vote at the time the election is held during the month of June 1968. Copies of this list shall be distributed to the chairmen of each of the Local Union's Boards of Election at the same time that the chairmen are provided with ballots and other material.

A Board of Election consisting of not less than five active members, to act as judges, shall be appointed or elected by each Local Union, with one member of such board designated to act as chairman. Where there is to be more than one polling place, there shall be elected or appointed at least five judges for each polling place, with one chairman designated at each polling place and a general chairman appointed or elected to supervise the over-all conduct of the election. Election judges shall not engage in partisan political activities on election day. No candidate shall act as a member of a Board of Election or as a general chairman.

Each Local Union shall send to each of its members a notice of the election, by first class mail, to the member's last known home address at least fifteen days prior to the election. The notice shall indicate that the election will be by secret ballot; the location of the meeting or polls; the hours the polls will be open (for example, the polls may be open from 6:00 a.m. until 11:00 p.m.); the International offices to be filled, without listing the name of any candidate; and shall also include notice that each active member shall bring his Voter Eligibility Card to the polls in order to vote. The notice shall also state that an active member without a Voter Eligibility Card who believes himself eligible may still vote, but will be required to cast a challenged ballot whose validity will depend upon a later check of his eligibility. The election notice shall not be accompanied by election propaganda or any other enclosure. A suggested form for notice of the election will be furnished each Local Union.

Polling places shall be located at a specific, designated location and shall remain open for the period of time specified by the Local Union in the election notice. There shall be no roving polls. The Local Union's determination regarding the number and location of polling places and the hours during which the polls shall be kept open shall be based upon consideration of the number of voters, the distance from the sites of members' employment, and members' working hours, so as to provide each member with a reasonable opportunity to vote free of unreasonable or oppressive burdens or difficulties.

There shall be no electioneering, posting of signs promoting any candidates, or distribution of partisan handbills in any polling place, or within one hundred feet of the exterior of any polling place, on the day of the election. Anyone responsible for any election-

Officers of the Retail Clerks International Association

eeing in any manner contrary to these rules, directly or indirectly, may be subject to discipline and legal action. The chairman of each Board of Election shall take whatever action is reasonable and necessary to prohibit such electioneering or other misbehavior or interference at the polls.

The chief executive officer of each Local Union shall notify the International secretary-treasurer on or before May 15, 1968, of the date, specific time and place of the regular, special, or adjourned business meeting during which the election will be conducted, including the location of each polling place. He shall also furnish at the same time the name and home address of the chairman of each Board of Election, and the general chairman of the election.

The Local Union secretary-treasurer shall be the custodian of the ballots and other election material received from the International secretary-treasurer. He shall hold such material in safekeeping and shall take all steps necessary to provide for its security. No one shall be allowed to open the packages containing ballots prior to election day. He shall distribute the ballot packages and all election material to the chairmen of the Boards of Election within twenty-four hours preceding the opening of the polls. He shall count the packages of ballots and other election material distributed to each chairman and keep a record thereof. Upon receipt of such material, each board chairman shall assume responsibility and provide for its security. No election material shall be destroyed, as Federal law and these rules provide that the ballots and all other records pertaining to the election be preserved for one year. The individual packages containing the ballots shall be opened by the chairmen of the Boards of Election only in a quantity sufficient to meet the need during the course of the election. The general chairman, in the case of multiple polling places, shall provide for any necessary redistribution of unopened packages of ballots to polling places which enjoy a voter turnout in excess of that anticipated at the time of initial distribution. A record shall be kept of any redistribution of packages of ballots to insure that all packages are accounted for at the close of the election.

Each candidate whose name appears on the ballot shall be permitted to designate, in writing, one active member of the Retail Clerks International Association to serve at each polling place as his observer. Such observers may be present in the polling place throughout the election and during the counting of ballots, including the tabulation of results at the Local Union headquarters. Observers may be designated to represent more than one candidate. Candidates whose names appear on the ballots may not act as observers during voting hours. Observers must comply with all applicable requirements of these rules and shall not interfere with the conduct of the election in any manner. However, observers may challenge a voter's eligibility and note any departure from proper conduct

of the election.

When appearing to vote, each active member shall deposit his Voter Eligibility Card with the Board of Election to demonstrate his eligibility to vote. Any member seeking to vote without presenting a Voter Eligibility Card shall be required to cast a challenged ballot. Members may be required to show proof of identity by any judge of the election if the judge deems such additional verification necessary or advisable.

Each voter shall be required to sign the election registry, which shall be distributed to each Local Union by the International secretary-treasurer in advance of the election. A separate registry shall be provided for members voting by challenged ballot.

Each active member in good standing shall be entitled to cast one vote for each office. Members other than active members, such as honorary, associate, paid-up life, general, non-active, and members on withdrawal, shall not be entitled to vote. There shall be no write-in voting and a plurality of all votes cast for each office shall elect. Ballots must have no number, mark, or other identification indicating by whom cast.

After signing the registry, members who are voting without challenge shall be given a ballot by a judge of the election. He shall then retire to the election booth and there, in secrecy, prepare his ballot. He shall then fold it in a manner that will preserve the secrecy of his vote and shall place it in a receptacle provided by the Local Union to assure secrecy and safeguarding of the ballots.

Any judge of the election, or any observer, may challenge a person's eligibility to vote or may challenge a person for having voted previously in the election. A person whose right to vote has been challenged shall cast a challenged ballot.

Challenged ballots shall be cast by presenting the voter with a ballot and an envelope marked "Challenged Ballot" after he has signed an election registry for challenged voters. Thereafter such voter shall retire to the election booth and therein secretly prepare his ballot. He shall fold his ballot and insert it in the envelope provided by the Board of Election. He shall seal such envelope containing his ballot and return it to a judge of the election. The voter shall not place it in the ballot receptacle. Upon presentation of this sealed envelope to a judge, the judge shall give the voter a second envelope upon which the voter shall write his name, address, birthdate and Local Union affiliation. He shall return the envelope to the judge, who shall write upon it the basis of the challenge and other pertinent data, including the name of the person who has made the challenge and his Local Union affiliation. The judge shall immediately thereafter, and in the presence of the voter, place the sealed envelope containing the ballot in the envelope containing the challenge information and seal the outside envelope and place it in the ballot receptacle.

(Please turn page)

ELECTION RULES (from page 7)

Challenges must be made reasonably and for good cause. Arbitrary or frivolous challenges may be ignored by election judges.

Immediately after the close of the election and prior to the counting of the ballots by the Board of Election, the envelopes containing challenged ballots shall be set aside unopened. In Local Unions with single polling places, these sealed envelopes shall be sent to the International Canvassing Board, along with and in the same manner as other election material, which shall be forwarded according to these rules. In Local Unions with multiple polling places, the sealed envelopes containing challenged ballots shall be returned unopened to the general chairman of the election, at the same time that ballots are required to be returned.

When the International Canvassing Board begins tabulation of votes in July 1968, it shall set aside, unopened, all envelopes containing challenged ballots until all validly cast votes are counted. If the challenged ballots, if determined to be valid, could affect the outcome of the election, their validity shall be determined by the International Canvassing Board on the basis of the data on the unopened envelope and a check of the membership records maintained by the International Association and its chartered Local Unions and by a comparison to all of the Local Union's registry lists and other unopened envelopes containing challenged ballots to confirm that such person has not voted more than once. Those challenged ballots determined to be valid shall be counted, and those determined to be invalid shall be securely preserved for one year, along with other election material.

Immediately after setting aside challenged ballots, following the closing of each polling place, the election judges in the presence of each other and the observers shall, on the premises where the election was held, proceed to tabulate all unchallenged ballots cast.

The Board of Election in Local Unions with single polling places shall, immediately after the tabulation is completed, place the votes cast—together with the record of their results prepared on the original of the Election Reporting Form furnished by the International secretary-treasurer in triplicate, signed by each judge, challenged ballots, and the registry lists—in one package. All unused and mutilated ballots shall be placed in the same package. Such package shall then be securely closed and sealed and forwarded by mail, within twenty-four hours after the closing of the polls, to the International Canvassing Board, in care of the International secretary-treasurer, DeSales Building, Washington, D. C. 20036. The duplicate copy of such Election Reporting Form shall be sent by separate mail at the same time to the International secretary-treasurer. The triplicate copy shall be kept on file by the Local Union. The chairman of the Board of Election is the responsible member of each Board for the forwarding of all material to International headquarters.

For Local Unions having multiple polling places, the judges in each polling place shall deliver the ballots cast, including sealed envelopes containing the chal-

lenged ballots, the registry lists, the unused and mutilated ballots, and the Election Reporting Form furnished by the International secretary-treasurer, signed by each judge, to the general chairman of the election at the office of the Local Union. The general chairman and the chairmen of the Boards of Election shall meet at the office of the Local Union no later than 2:00 p.m. on the day following the day on which the election was held and there tabulate the results from each polling place, record the results on the Election Reporting Form furnished by the International secretary-treasurer in triplicate, attach each poll's record of results thereto, and then package the ballots and election material as set forth above governing single polling places. The original of the Election Reporting Form shall be placed in the package to be forwarded to the International Canvassing Board. The duplicate of such form is to be immediately sent to the International secretary-treasurer by separate mail. The triplicate is to be kept on file by the Local Union. The general chairman shall be the person responsible for the forwarding of all material to International headquarters. All election officials share responsibility for the return to the International Canvassing Board of all election material.

The active member eligibility list supplied to each Board of Election shall be returned immediately to the Local Union secretary-treasurer, in the case of a Local Union with a single polling place, and by 2:00 p.m. on the day following the election, in the case of multiple polling places, at the same time the ballots and registry list are returned. Such lists shall be preserved for one year from the date of the election.

Any judge of the election who shall make any false return of votes, or falsify said returns, shall be subject to discipline.

Any chairman or Board of Election failing to forward the ballots, etc., to the International Canvassing Board, in the manner and within the time herein prescribed, shall be subject to discipline; and any of the judges of the election who shall aid or abet in the non-forwarding of ballots, etc., shall be subject to discipline.

Local Unions are cautioned that they shall not use Local Union funds to promote the candidacy of any person or group. However, it is necessary and proper for a Local Union to utilize its funds for election notices and for other expenses necessary for the holding of the election.

Breach of the provisions of these rules may result in discipline pursuant to the International Constitution, legal action by the Federal government, and the impounding of the votes cast by the members of the Local Union involved in such breach of rules.

The foregoing rules governing the conduct of the June 1968 election for International officers of the Retail Clerks International Association were adopted by the International Executive Board, at its meeting on March 14, 1968, pursuant to its authority to make laws as provided in Section 10(A)1 of the International Constitution. These laws shall supersede any contrary Local Union bylaws.

(Suggested Form)
NOTICE OF ELECTION
OF
INTERNATIONAL OFFICERS
OF THE
RETAIL CLERKS INTERNATIONAL ASSOCIATION

_____ hereby officially advises you that the
(Local's Name)

Local Union will conduct elections by secret ballot for International officers of the Retail Clerks International Association. Elections will be held for the offices of International President, International Secretary-Treasurer, and ten International Vice Presidents, numerically designated. The election will be conducted on _____, June _____,

1968, between the hours of _____ (Day) _____ (Date)
and _____ p.m. at the
following location(s):

Only ACTIVE members in good standing are eligible to vote.

If you are an active member and have received a Voter Eligibility Card, you should bring this card to the polls and deposit it with the election judges prior to voting.

Active members seeking to vote without depositing a Voter Eligibility Card will be required to cast a challenged ballot. The secrecy of all votes shall be preserved.

Members are advised to vote at the polling place nearest the location of their employment.

Jobless Rate in Large Cities Higher Than in Suburbs

THE unemployment rate in the nation's 20 largest cities averaged 4.7 per cent in 1967, compared with 3.8 per cent for the nation as a whole, Secretary of Labor Willard Wirtz has disclosed.

In a statement before the Congressional Joint Economic Committee, Secretary Wirtz compared the city average of 4.7 per cent to the 3.3 per cent unemployment rate found in the suburbs.

His comments were based on data

from a forthcoming report of the Bureau of Labor Statistics showing that a predominance of whites live in the suburbs, while over 80 per cent of the nonwhites are in the cities.

The white unemployment rate was higher in the cities (3.7 per cent) than in the suburbs (3.1 per cent).

For nonwhite workers, unemployment rates were high in both areas—7.6 per cent in the central cities and 7.0 per cent in the suburbs.

Truth-in-Lending Bill Faces Further Delays

THE truth-in-lending bill, passed by both the House and Senate, has been bogged down in conference committee for a month.

The problem is that the House measure contains stronger provisions than the Senate's, and these stricter sections are creating opposition.

The loan-sharking amendment, which makes it a Federal crime to charge interest in excess of that allowed under state usury laws, has

been a major point of controversy.

Another source of contention is the House bill's requirement for the disclosure of an annual rate on retail revolving credit charges. The Senate, it was understood, built its compromise bill around an annual rate exemption for these accounts, which are primarily featured by department stores.

The bill was locked for seven years in a Senate subcommittee before it was passed this year.

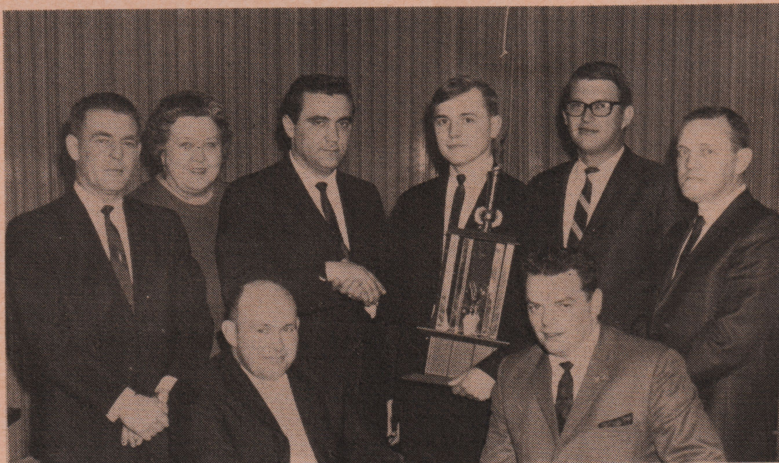
Labor News BRIEFS

An independent union of bank workers in Montreal, described as the largest in North America, has voted to join an AFL-CIO affiliate. Members of the Montreal City and District Savings Bank have voted to affiliate with the Office and Professional Employees Union, AFL-CIO. The affiliation came after OPEIU helped tellers, clerks, and junior accountants at 77 offices win recognition and a first contract. The 30-month agreement provides increases of \$1,150 to \$2,575 a year for 1,080 workers. Some 110 accountants and assistant accountants, who formed their own local union, have also agreed to affiliate with OPEIU.

The AFL-CIO threw its full support behind nine unions battling the Hearst Corporation's assault on trade unionism in Los Angeles. It singled out the company's union-breaking tactics and its use of professional strikebreakers. The Federation's Executive Council voiced its support in a statement after receiving a report on the West Coast strike from the unions involved. A program of maximum effort to defeat the Hearst attack is being mounted by the Pressmen, IBEW, ITU, Building Service, Newspaper Guild, Lithographers and Photoengravers, Stereotypers, IAM, and Teamsters.

The Stonecutters, founded 115 years ago, merged with the Laborers Union in February. Laborers President Joseph D. Moreschi said the merger takes the Laborers a step nearer to the goal of "organizing all employees in the concrete and masonry building materials field." The Stonecutters, formally established in 1853 with roots dating back to 1830, became the first craft union to win a universal eight-hour day—in 1904. Three years later, the union became an AFL affiliate.

Northwest's Fastest-Growing Local Union Is in Alaska



AN ALASKAN FIRST—Tom Kimball, secretary-treasurer of Local 1394, Sitka, Alaska, is shown receiving the trophy for the largest gain in the Northwestern Division from Regional Coordinator Roger Clark. Standing from left are International Vice President Earl D. McDavid, organizing director of the Northwestern Division; Edna Hjorteset, secretary-treasurer of Local 1286, Ketchikan; Clark; Kimball; Leland Person, Northwestern Division collective bargaining director; and Bill Wynn, assistant to the organizing director. Seated are Fred Hough, secretary-treasurer, Local 1689, Fairbanks; and Stanley R. Christensen, secretary-treasurer of Local 1496, Anchorage.

Careless Use of Wax-Filled Curlers May Cause Fire

An inadequately-labeled hazard from hair curlers consisting of small plastic cylinders partially filled with paraffin wax is brought to the attention of consumers in the March issue of *Consumer Reports*. After hearing from readers of several experiences ranging from a mess of spilled wax to a ceiling-licking flame and some \$850 in fire and smoke damage, Consumers Union tested three brands of similarly-designed curlers and found it unlikely that the reports were exaggerated.

To use these curlers you heat the cylinders in boiling water until the unseen wax is melted, wrap your tresses around them and lock the hair in place with a mesh-like plastic shield. Well and good. But if you let the water boil away, CU found that the cylinders soon melt. The released paraffin continues to heat until it suddenly ignites.

By itself, this flame is frightening enough. More frightening is what happens when you try to put it out with a cup of water—the nearest fire-quencher at hand in the kitchen.

You get a geyser of flame, guaranteed to panic anybody but a fireman.

Efforts by a reader to interest state and Federal agencies in the hazard were frustrating. The Consumer Protection Department in Connecticut saw no objection to the curlers. The Department of Health, Education, and Welfare suggested a letter to the manufacturer. The Food and Drug Administration said that products of this type were not covered by the Hazardous Substances Act, and any action under the Food, Drug, and Cosmetic Act would probably have to wait upon personal injury reports. The Federal Trade Commission said it may have authority to require warning labels but had not known of the hazard until CU inquired about it.

One of the manufacturers has added a warning to its more recent packages, but this warning is buried.

Consumers Union urges anyone even occasionally guilty of absent-mindedness in the kitchen to pass up this type of curler. If you do use such curlers and run into trouble, cover the pan with a lid or a frying pan, turn off the burner and let the pan cool.

(Copyright 1968 by Consumers Union of U. S., Inc., Mount Vernon, N.Y.)

Canadian Audiences Hear Of RCIA Achievements

RADIO listeners in Montreal, Winnipeg, and Vancouver, Canada, have been learning about the accomplishments of the RCIA via a series of messages sponsored by the International Association in cooperation with Locals 486, Montreal; 832, Winnipeg; and 1518, Vancouver.

The announcements follow the general style of the weekend Monitor messages in the United States. They stress the achievements of the International Association in behalf of retail store employees and the benefits of belonging.

A typical message sponsored by the RCIA says:

"People are accustomed to think of labor unions in terms of helping employees to obtain good wages and good working conditions. This is true. But the HEART of the union concept is democracy in action—the concept that an ORGANIZED group of people, all interested in achieving the same general goal, often can be far more effective than one individual person attempting to achieve that same purpose. In the retail field, more than half a million store workers throughout Canada and the United States look to their own union for collective strength. This union is the RCIA—the Retail Clerks International Association—which, as an organized group representing store employees, is able to negotiate with store management in the settlement of grievances and the achievement of many employer-paid on-the-job-benefits. If you work in a retail store and would like more information, check your telephone directory for the local Retail Clerks Union in your community—or write to the Retail Clerks International Association, Washington, D. C., zip code two-oh-oh-three-six."

The broadcasts from stations CKY-AM-Winnipeg, CKVL-Montreal, and CKNW-Vancouver have stimulated many inquiries and strengthened the influence of the RCIA local unions in their communities.

1968 Active Ballot Club Campaign Rolls into High Gear

Local 36, Southern Michigan, has an ABC dance scheduled for the end of April. Admission will be only by a \$2 Active Ballot Club membership card.

Local 148, Kelso, Washington, has resolved to enroll its entire membership as members of the Active Ballot Club in the \$1 white card classification.

Local 157, Richmond, Virginia, along with Local 400, Washington, D. C., was involved in an attempt to persuade the Virginia legislature to permit agency shop clauses in union contracts in the state. Officers and members from both local unions participated in legislative hearings at the state capital.

Local 201, Eugene, Oregon, has already established a registration and get-out-the-vote committee, a legislative and education committee, and a membership committee in connection with its voter registration program.

Local 219, Belleville, Illinois, has developed a program to place an ABC representative in each store or shopping center, in an effort to reach as many members as possible.

Local 240, Bellingham, Washington, has resolved to enroll its entire membership as Active Ballot Club members in the white card classification. Secretary-Treasurer A. L. Lewis advises that the local union will also conduct a drive for \$2 silver card enrollments.

Local 265, Medford, Oregon, reports plans for an intensive registration drive for the primary election. The local plans to set up registration tables in union stores,

staffed with RCIA members who are official registrars.

Local 367, Tacoma, Washington, is currently conducting an ABC silver card enrollment drive. Secretary-Treasurer Ray L. Rich advises that the local union is also participating in a registration program.

Local 455, Houston, Texas, reports that four of the local's business agents were appointed deputy registrars during the state's recent registration period. They registered RCIA members in the stores and also at the union meetings.

Local 698, Akron, Ohio, has enrolled all of the local union's paid officers and business agents in the ABC Century Club for 1968, Secretary-Treasurer L. W. Radabaugh reports.

Local 725, Indianapolis, Indiana, has sent a special ABC bulletin to all local union members urging them to write their Senators and Congressmen to combat anti-labor legislation.

Local 942, Vancouver, Washington, is participating in an area-wide registration program. Secretary-Treasurer Arlene Theisen has been appointed a registrar in the city and county.

Local 1015, Omaha, Nebraska, received news media recognition, as well as praise from Vice President Hubert Humphrey, for its efforts in making his recent trip to Omaha a success.

Local 1286, Ketchikan, Alaska, has already voted to enroll its members in the Active Ballot Club for 1968.

Support the Active Ballot Club This Year



CITIZENSHIP REMINDER—D'Neil Williamson, a secretary at International headquarters, and ABC Director Charles B. Lipsen emphasize the need for full participation in all citizenship activities as they admire the 1968 Active Ballot Club campaign poster.

Chicago Local Union Gives TV to Naval Hospital



THOUGHTFUL GIFT—Local 1550, Chicago, Illinois, presented the television set shown above to one of the wards at the Great Lakes Naval Hospital to make convalescence pleasanter for Marine and Navy veterans of the war in Vietnam. Participating in the informal ceremony were Robert Reynolds, business representative of Local 1550; Seaman First Class Howard Freeman; Curtis Thompson, president of Local 1550; Marine Corporal Roger Fallin; Wave Nancy Stewart; and Danny Goduto, community relations director of the RCIA local union.

AFL-CIO Proposes Expansion of Disaster Aid

COMMUNITY agencies can be more effective if they provide assistance in all disasters, manmade or natural, the AFL-CIO Executive Council declared.

The Council adopted a statement urging public and private agencies to adopt policies to meet need regardless of the cause and to plan

programs that can be put into action during an emergency.

"Victims of manmade disasters, such as riots, are no less human than the victims of natural disasters, such as floods and earthquakes," the Council said. These victims are in need of the basic necessities as well as "human concern and care," the statement added, citing the "irrational human behavior" that causes manmade disasters.

The AFL-CIO believes all agencies should provide assistance to victims of disasters, and it is pleased that many agencies gave speedy and effective service to the victims of recent riots.

The Council adopted also a statement calling for expansion of food stamp and donated food programs to all needy persons and declared that these programs should not be considered a substitute for adequate public welfare.

Food stamps should not supplant the donated food program but should be used to supplement it, the Council said, urging also that the stamps be donated to the needy.

Accidents Replace Disease As Major Killer of Young

ACCIDENTS of all kinds killed approximately 112,000 persons in the United States last year.

This represented a 1 per cent decrease in the numbers who died accidentally and a 2 per cent drop in the accident fatality rate.

In spite of this decrease, accidents in 1967 remained the fourth most frequent cause of death for all persons and the leading cause of death among those 37 years old or younger.

The Council estimated that accidents cost \$21.3 billion last year.

COMMUNITY RELATIONS NEWS

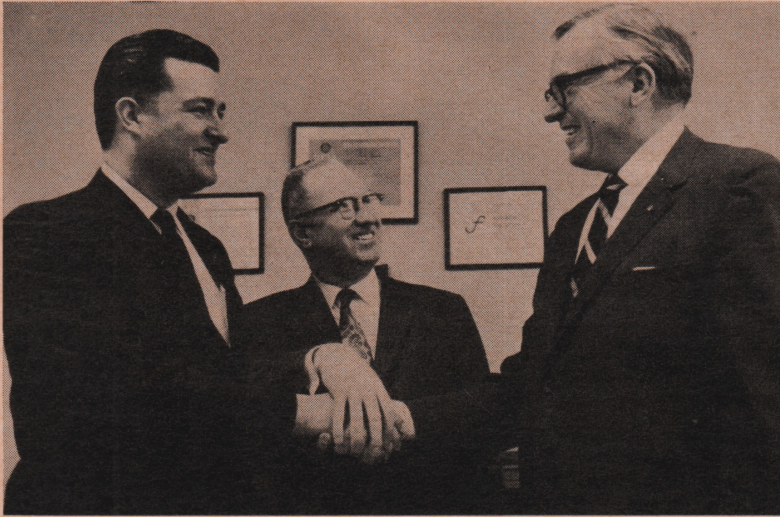
The annual AFL-CIO National Conference on Community Services will be held April 21-25 in Washington, D. C. The central theme of the conference will be "The Role of Community Services in the Labor Movement." General sessions and workshops will analyze the implications of community services to union organization, social action, and public relations.

Local 11, Northern Michigan, co-sponsored the 1968 Michigan State speed-skating championships. Secretary-Treasurer Frank Kuberski reports that all the medals for the events were provided by Local 11 and that the local union received accolades from TV, radio, and newspapers in the area.

Duke Whitney, secretary-treasurer of Local 992, Salem, Oregon, has been appointed to the Governor's Advisory Committee on Mental Retardation. The committee was formed to investigate and survey the needs of the mentally retarded in Oregon.

A telecast high school quiz program on WAKR-TV is co-sponsored weekly by Local 698, Akron, Ohio. Area high school teams compete for sets of the Encyclopaedia Britannica. Secretary-Treasurer L. W. Radabaugh says the commercial messages on the show are designed to inform the public of the accomplishments and goals of the local union.

The United Service Organizations in Santa Barbara, California, have received active assistance from RCIA Local 899. Business Representative Leon Fontes was recently chosen to head the USO in that area.



WINNING TEAM—International Vice President Donald E. Carter, organizing director of the Eastern Division (at right), offers congratulations to officers of Local 400, Washington, D. C., for the wage and benefit gains for members working in the area's supermarkets made in recent negotiations. At left is Rex Clifford, Local 400's president, while Secretary-Treasurer Charles Wilson joins in at center.

Washington, D.C., Members O.K. Pacemaking Contract

MEMBERS of Local 400, Washington, D. C., have approved a new agreement with the area's supermarkets that sets a new standard for the industry. International Vice President Donald E. Carter, organizing director of the Eastern Division, described it as "the finest RCIA contract in the country."

The settlement, negotiated by a bargaining committee headed by Local 400's President Rex Clifford, brings wages for full-time, experienced clerks to \$143.31 in May 1969. This represents an increase of \$17 over the previous rates for clerks and cashiers. The boost is effective in two installments of \$8.50 each, with the first effective February 25.

Sizeable wage gains in all classifications are a feature of the 30-month settlement agreed upon between Local 400 and the Washington, D. C. Food Employees Labor Relations Association. An identical but separate contract was agreed upon between Local 400 and Giant Food Stores.

The compensation for assistant

managers will rise to \$169.75 a week and department heads go to \$156.73. This is an increase of \$20 over the rates in the previous agreement.

Bakery department heads gain \$14 in two installments to reach a weekly rate of \$116.87, and hourly rates for part-timers increase by 21 cents immediately and by another 21 cents in 15 months. On an hourly basis, this is identical to the amount gained for full-timers.

Despite these handsome pay boosts, fringe benefits were not neglected by the bargaining committee.

Employer contributions to the comprehensive health and welfare plan go up by three cents an hour for all regular employees immediately and by another three cents in May 1969. This will bring the total contribution to 22½ cents an hour on that date.

The additional money will be used to establish a vision care program for Local 400's members. Their comprehensive health and welfare plan already includes hos-

pital and medical protection, life insurance, dental care, including orthodontic treatment, and prescription benefits.

Contributions to the pension trust fund go up by 3½ cents an hour, which will enable pension benefits to rise by approximately \$50 a month. This will raise maximum retirement checks to \$180 a month, in addition to social security.

A number of other improvements were mutually agreed upon by the union and management negotiators. The night premium was increased to 20 cents an hour for all hours worked if the shift extends beyond 10 p.m. or 6 a.m. If an employee begins work at, say, 6 p.m. and his work extends beyond 10 p.m., then all hours worked are compensated at the premium rate. Similarly, if he begins work before 6 a.m. and works beyond that time, then compensation for all hours worked include the premium.

The captain of the night crew commands an \$8.50 a week premium in addition to the above increase.

Vacations are improved, and holiday benefits for part-timers are upgraded. Jury duty pay is also extended to part-timers.

A novel travel reimbursement clause is included in the agreement. If an employee is transferred to another location for more than a day, and his travel costs are increased, he is paid for the differential.

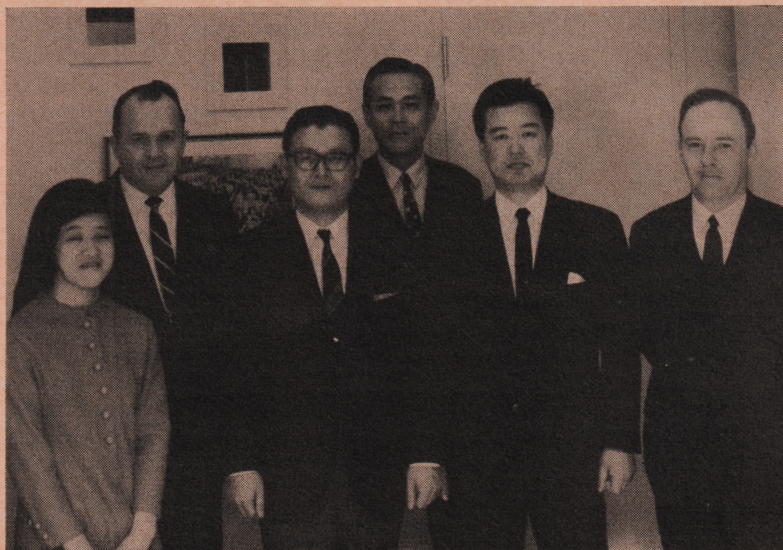
A full equal employment opportunity clause barring discrimination on the basis of race, sex, or age is also a feature of the pact.

The bargaining committee also negotiated a new agreement for the non-food employees in Giant Food. Both full- and part-time employees received increases totalling 35 cents an hour, and some employees will receive adjustments of much larger amounts as they are slotted into new progression rates according to their length of service.

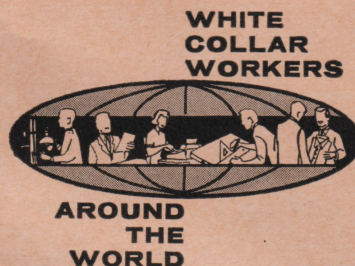
The non-food employees enjoy all the fringe benefits of the grocery employees except the pension plan.

Members covered by the new agreement are employed in Acme, A & P, Food Fair, Giant, Grand Union, and Safeway.

Japanese White Collar Unionists Visit RCIA Offices



STRENGTHENED FRIENDSHIP—International Vice President James T. Housewright welcomes one of the many foreign labor delegations to visit International headquarters. From left are Michiko Miura, interpreter; Housewright; Shegehiro Shibata and Hirobumi Koike of the Mutual Bank Workers Union; Yuji Aoki of DILA, the Japanese department store federation; and Fernand Audie, former FIET regional representative for Southeastern Asia, who is now the AFL-CIO resident delegate in Saigon.



The Federation of Korean Trade Unions recently conducted a workers' rally in the capital city of Seoul to protest the ruthless acts of war perpetrated by the North Korean communist regime by its recent infiltration of armed guerrillas into the South Korean capital, in the attempted assassination of their president, and North Korea's illegal seizure of the United States' ship Pueblo in international waters. The rally, in which more than 50,000 Korean workers took part, was the largest of its kind ever held in Korea. The marchers addressed their message to the South Korean president, the people of North Korea, the Secretary-General of the United Nations, and the general secretary of the International Confederation of Free Trade Unions.

The International Confederation of Free Trade Unions—in reply to an appeal by Tran Quoc Buu, president of the Vietnamese Confederation of Labor (CVT)—has sent a contribution to assist families of workers who were victims of the recent Vietcong attacks on South Vietnamese cities. Harm Buiters, ICFTU general secretary, in an appeal to ICFTU affiliates to extend aid to the CVT in this time of trial, expressed "deep sympathy for the suffering of the people of Vietnam, and our full solidarity with our friends in the CVT."

The National Union of Congolese Workers, in cooperation with the African American Labor Center, has announced a two-year program of courses and seminars on vocational training and trade union education for 1968 and 1969. Brother Paul Barrette, AALC Congo director and a member of the RCIA, will coordinate this two-year series of seminars on trade union training throughout the country.

ILO Invited to U.S. To Celebrate 50th Birthday

WORKER delegates at a session of the International Labor Organization's governing body in Geneva, Switzerland, warmly welcomed an AFL-CIO proposal that the ILO hold its 50th jubilee session in the United States.

Rudolph Faupl, the U. S. worker delegate, informed the group of the AFL-CIO Executive Council's state-

ment that it would be "most fitting" that the 1969 jubilee conference of the UN agency's 119-member countries be held in the U. S.

No formal action was slated to be taken by the executive body of 48 government, worker, and employer delegates at the meeting on the question of next year's conference site. The problem of how to finance the extra cost of holding a session away from headquarters in Geneva must first be tackled.

Samuel Gompers, the pioneer of the American trade union movement, played a major role in the founding of the ILO.

The organization was created in 1919 by the Treaty of Versailles that ended World War I to bring governments, trade unionists, and employers together with the aim of "securing peace among nations through the establishment of social justice."

In its statement, the Council noted that this was the first time in history that the "rights, interests, and welfare of the workers received positive recognition in an international peace treaty."

AFL-CIO Aide To Assist Business Group on Jobs

HENRY FORD II, chairman of the National Alliance of Businessmen, and AFL-CIO President George Meany have announced the appointment of John W. Livingston, former director of organization for the AFL-CIO as director of union relations of the Alliance.

The appointment followed a request from Ford for a representative of the labor movement to act as chief liaison man in Washington.

The AFL-CIO is contributing Livingston's services to the organization.

Insurance Agents Paid on Commission Ruled to be Employees

THE United States Supreme Court has ruled that insurance debit agents working on commission are employees and not independent contractors. As such, they are eligible to join unions and bargain collectively.

The decision has implications for many other classes of workers—traveling salesmen, collection agents, newsboys, and milkmen, for example—the NLRB commented.

This was the High Court's first opportunity to define the meaning of the term "independent contractor" since Congress passed the Taft-Hartley Act in 1947. In amendments to the original Wagner Act, a provision was inserted stating that the term "employee" was not meant to include "independent contractor."

The current case arose out of an attempt by the Insurance Workers Union to organize the debit agents of the United Insurance Company.

The Board ruled that the company's agents were employees. The insurance company appealed this ruling and the appellate court upheld the company and rejected the Board's decision. It held that the debit agents were on their own and were not employees.

The Supreme Court reversed the lower court with specific instructions that it enforce the NLRB order requiring United Insurance to bargain with the union. The Board "made a choice between two fairly conflicting views," and lower courts should not dismiss the Board's findings just because they would decide the case the other way, the High Court said.

Negotiated Wage Gains Are Greater than in 1967

THE MEDIAN negotiated wage gain for the first ten weeks of 1968 was 15.4 cents an hour. This represented an increase of 2.3 cents over the gains made in 1967.

The survey, made by the Bureau of National Affairs, showed that the median gain in manufacturing moved up 2.5 cents to 14.9 cents an hour, while the figure for nonmanu-

Southeastern Division Cup Won by Canadian Local



OUTSTANDING ACHIEVEMENT—Vice President Ivan M. Morriss proudly presents the Southeastern Division Membership Trophy to the officers and members of Local 206, Guelph-Kitchener, Ontario, for attaining the greatest gains in membership—28.5 per cent during the fourth quarter of 1967. This is the first time a Canadian local union has won the trophy, and Local 206 reports that they passed a motion to try to win the trophy for the three more quarters necessary to keep it permanently. Shown at the event are from left Peter Malloy, Ken Peseski, Betty Young, Vice President David A. Wade, Canadian coordinator, Clifford Evans, International representative, Jim Haennel, Vice President Morriss, Laverne Officer, John Campbell, Local 206 president, Bill Fair, Linda Ladouceur, Leroy Keller, secretary-treasurer; Jim Shaver, and Rudy Warkentin.

Fight Against Lie Detectors Must Be Stepped Up

THE use of lie detectors by retail stores is on the increase, despite the fact that their reliability and scientific validity have been totally discredited.

An article in the winter issue of New York University's *Journal of Retailing* states that the volume of business handled by established polygraph firms has increased by eight to ten times in the past decade, and retail stores are a large part of this business.

The lie detectors are used in pre-employment screening of clerks and other employees, for periodic testing, and in specific loss investigations.

The article was written by Professor C. Glen Walters of Louisiana State University and Bruce Gunn, an LSU teaching graduate assistant. The authors express misgivings about the use of the polygraph, but refuse to take a firm stand condemning the practice. They note that the device raises numerous legal and ethical questions, but that the question of whether the polygraph is a valid management tool appears rhetorical since large numbers of retailers have already decided to use the devices.

Retailers are advised by the magazine to:

Use the polygraph only as an adjunct to other procedures, instead of trying to rely exclusively on the machine;

Choose carefully only reputable, licensed polygraph firms;

Begin a program to inform employees of what to expect;

Recognize the limitations of the polygraph itself; and

Use results only as an aid for investigations and not as an infallible determinant of guilt or innocence.

NATION'S HERITAGE—This gracious mansion, named "The Hermitage," is the home of President Andrew Jackson. It lies about a dozen miles outside of Nashville.



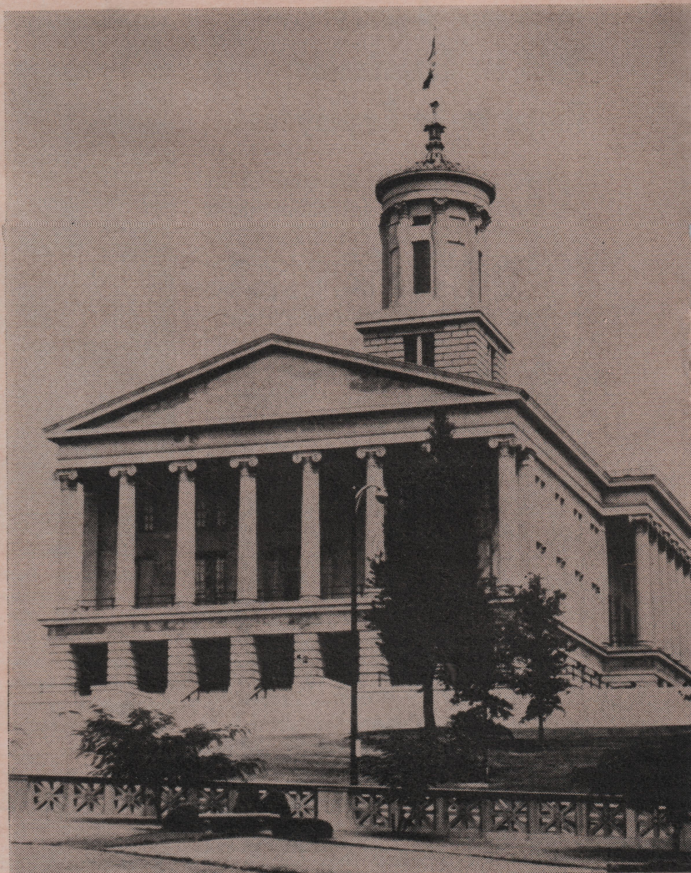
NASHVILLE, TENNESSEE

'Athens of the South'

NASHVILLE, the capital of Tennessee, is not only the seat of the state government. It has earned the name "Athens of the South" because of its eminence as a foremost educational center. The area's colleges would be an ornament to any community. They make an impressive array for a city of a half-million people.

Vanderbilt University, with its well-regarded medical school and A. J. Dyer Astronomical Observatory, has its campus in Nashville. Other institutions of higher learning are Peabody College for Teachers, Scarritt College, Belmont College, David Lipscomb College, Trevecca College, the University of Tennessee (Nashville branch), and Fisk University. This catalogue is far from exhausting the list.

Nashville commands a lovely situation in the heart of the rolling hills of the "Volunteer State." The city spreads over a series of hills and bluffs on both sides of the Cumberland River in the center of the Nashville basin's blue grass country. On the highest hill stands the state capitol—a fine example of pure Greek architecture with Ionic columns. A prominent feature is a reproduction of an ancient Greek tower called the Lantern of Demosthenes, which rises 205 feet above the ground. It was designed in 1845 by William



GOVERNMENT CENTER—The state capitol of Tennessee is an example of classic Greek architecture, crowned by a tower modeled after a famous archaic prototype.



NASHVILLE LEADERS—Members of the Executive Board and business representatives of Local 1557 are shown in a formal photograph. From left, seated, are Margaret Walker, Lucille Barnett, Lola Fisher, Ima Thompson, and Louise Jetmore. Standing from left are Secretary-Treasure E. L. Collins, William Ralph Barron, Harold Goodwin, President Norman Baggott, Robert Lee, and T. C. Smith.

AREA ATTRACTIONS—At right is an exact reproduction of the Parthenon, erected in plaster for the Tennessee Centennial of 1897. It won such wide acclaim that it was permanently remodeled in concrete in the years between 1921 and 1931. Old Hickory Lake is one of the 35 major Tennessee lakes. It offers boating and fishing facilities to the citizens of the Nashville area.

Strickland, who died prior to its completion in 1855. Strickland was buried in a niche in the north wall of this building that meant so much to him, and his son carried on the job of overseeing its completion.

On the grounds are the tomb of James K. Polk, eleventh President of the United States, and the equestrian statue of General Andrew Jackson, seventh President of the United States.

So fertile is the surrounding countryside that at one time virtually everything needed for food and clothing was raised within 25 miles of the city.

Today the city is the state's second largest—a prominent commercial center with a number of thriving industries. Products of Nashville include aircraft, cellophane, clothing, food, footwear, heating apparatus, hosiery, plastics, rayon, ships, and textiles.

The Grand Ole Opry folk music program originated in Nashville and during 40 years of continuous operation has made this the center for country music, has drawn thousands of visitors to the city, and reaches audiences throughout and beyond the borders of this nation, over radio and television.

The rapidly-maturing offspring of the Grand Ole Opry is the giant music industry which has earned Nashville the title "Music City-USA." Nashville ranks second in the nation as a recording center and first in the production of country music records. Music and related businesses pour an estimated \$60 million annually into the Nashville economy.

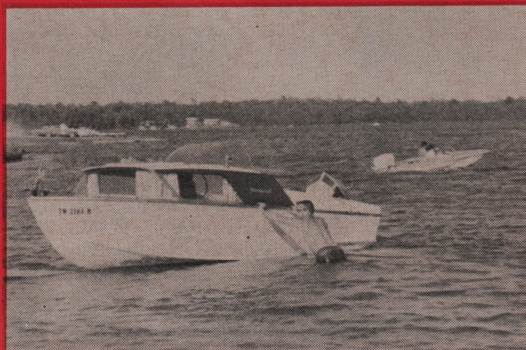
RCIA Local 1557 is an important institution in the life of the city, and its current rate of growth predicts an even greater role in the future. The Executive Board of Local 1557 is headed by Secretary-Treasurer E. L. Collins, the chief executive officer, and President Norman Baggott.

The forward-looking community was founded in 1779 by a band of pioneers under the leadership of James Robertson. They cleared a tract of land and built a log stockade on the western bank of the Cumberland River, giving it the name Fort Nashborough. Today, surrounded by the bustle and buildings of a big city, a replica of that first abode is a reminder of the sturdy stock from which this community sprang, and of the early and colorful struggles of the founders. The name was changed to Nashville when the town was incorporated in 1784.

The pioneers provided the community with the first written constitutional government west of the Alleghanies when they drafted the Cumberland Compact.

Nashville received its city charter in 1806 and became the capital in 1843. It is also the county seat of Davidson County.

Residents of Nashville, as well as visitors to the city, enjoy driving through the softly rolling hills and beautiful vistas of Middle Tennessee. Old Hickory Lake and



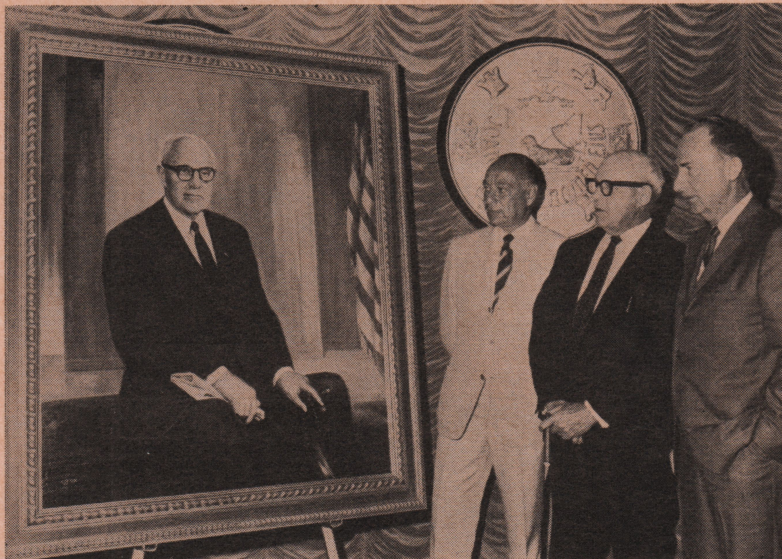
its recreation area, on the Davidson-Sumner county line, have become a mecca for lovers of fishing, boating, and water sports. Within easy driving distance are state parks, offering recreational and riding facilities. Thirty-five public parks plus numerous playgrounds, golf courses, swimming pools, and tennis courts are provided by the metropolitan government.

The annual Iroquois Steeple Chase at Percy Warner Park, Southeastern Conference Football at Vanderbilt stadium, boxing, wrestling, basketball, and ice hockey are principal spectator sports.

The Nashville Symphony Orchestra, community concerts, community playhouse groups, lectures, art events, and concerts are among the cultural offerings presented.

The Parthenon, built as part of the 1897 Centennial commemorating Tennessee's admission to statehood, is the only exact replica of the temple at Athens. Casts of the Elgin Marbles, displayed inside the building, were used in reconstructing the figures in the pediments. The Cowan collection of paintings is housed in the Parthenon, and the Cheek Gallery is used for loan exhibits.

The Hermitage, Colonial home of Andrew Jackson, is 12 miles from Nashville. It is unique in that it is completely furnished with the articles used by President Jackson and his family. The quaint kitchen with its open fireplace, the carriage used for trips to Washington, and the family burial plot may be seen on the spacious grounds.



TRUE TO LIFE—This contemporary portrait of AFL-CIO President George Meany was presented to him by the AFL-CIO Executive Council at its recent meeting. Shown examining the painting are Charles J. Fox, the artist; President Meany; and RCIA President James A. Suffridge, who made the presentation on behalf of the Executive Council.

Expand Domestic Programs, Urges AFL-CIO Council

ECONOMIC and social justice for American workers must have top priority in both the legislative halls and at the collective bargaining table, the AFL-CIO Executive Council declared at its mid-winter meeting.

The Federation's leadership group stressed the deficiencies in education, civil rights, welfare, health, minimum wage, occupational safety, housing, the war on poverty, and other areas.

Setting forth economic policy guidelines, the Council declared that the lag of real wages and salaries must be ended. Workers deserve to share equitably in the gains of the economy's progress.

Sustained economic growth to reach full employment and maintain it can be achieved, the Council asserted, through an improved balance in the economy between wages, profits, dividends, and other forms of income. The Council declared that rising business profits should be based on expanding sales volume rather than on swollen profit margins at the expense of the workers and consumers.

The Council stated that the American economy has the resources to extend and expand social advances at home while meeting requirements in Vietnam.

Full employment should be the top priority objective of national

economic policy, and a program to create one million public service jobs for the unemployed and seriously underemployed is essential.

Effective political action is the key to further improvements in the minimum wage law, the Executive Council declared. It set as an immediate objective the extension of the law's coverage to all who work for wages and an upgrading of the wage floor to \$2 an hour. The group also asserted that farm workers should be brought into coverage.

Despite the recent gains, the Fair Labor Standards Act "remains far short of its stated objective of assuring a minimum standard of living necessary for health, efficiency, and general well-being of workers," the Council stated.

Action to protect the nation's 75 million workers from job-related hazards is long overdue, the Federation's interim governing body said.

It urged the strongest support from all elements of organized labor to push the job safety standards bill through Congress.

"The annual death and accident rate is a grisly reminder of national neglect. Each year, 14,500 workers are killed on their jobs; 2.2 million are injured; 250 million man-days of work, \$1.5 billion in wages, and more than \$5 billion in production are lost," the Council emphasized.

A strong endorsement for legislation to remedy the repressive and inhumane restrictions on Federal aid to families with dependent children received the Council's support.

Finally, the Council declared that it is economically foolhardy and dangerous for the conservative coalition in Congress to call on the Administration for slashes in domestic spending before it will consider a tax increase.

The Federation's Council urged Congress to reject the "reactionary appeals" of those who would block social and economic progress and instead to approve full appropriations for authorized programs.

Its statement declared that America's urban crisis, its growing population, its educational needs, its housing shortage, its poverty-stricken citizens, and its other pressing problems demand immediate attention, not avoidance.

Unemployment Rate Records Slight Increase

THE nation's unemployment rate rose by two-tenths of 1 per cent in February despite an increase in employment for the month, the Labor Department reports.

This rise in the jobless rate, which had dropped in January, put it back to 3.7 per cent of the work-force—its level in December.

The February rise was attributed mainly to an influx of teenagers

into the labor force.

The breakdown showed a jobless rate of 2.3 per cent for adult men, 4 per cent for adult women, and 1.7 per cent for married men.

These were virtually the same as the rates of February 1967.

On the employment side, jobs in manufacturing, construction, trade, service industries, and government increased.

ADD

Pleasure, Imagination, Warmth, To Your Walls

ARE you tired of looking at the same four walls? Chances are that you can't move away. But you can make those walls more appealing. Interior decorators have known for a long time that walls don't just have to be painted and hung with a picture or two.

An interesting wall arrangement can add warmth and color to an otherwise dreary room. It's a way to express your interests, tastes, and hobbies. Surely you have noticed that so often in a new home the place doesn't come alive—even when filled with brand new, tasteful furniture—until those blank spaces over the couch and fireplace are filled in.

How do you go about choosing a successful wall treatment for your particular taste? A good way to start is to decide what you want your art objects to say about you. Are you proud of your family? Perhaps you would like to group a series of large color photos of the youngsters or display pictures and bits of sculpture that reflect shared interests. A family portrait gallery arranged in ascending order along a stairway wall can make climbing the steps more fun. Variety in picture sizes, frames, and shapes tend to lead the eye along.

If anyone in the family is a collector, this may be the key to your decor. Time was when wall arrangements were strictly stereotyped. Today, walls are used to set off a variety of treasures, whether furnishings are traditional or contemporary. Antique reproductions, signs, sculpture, keys, sconces, plaques, planters, candle holders, and paintings add personality to today's walls.

An important rule to remember is to keep your wall decor in proportion to the wall area and surrounding furnishings. Therefore, don't hang a small picture over a long sofa or a massive mirror over a dainty table.

The newest trend in wall treatment is to use a variety of small objects composed in a grouping. This type of arrangement can be very pleasing on both large and small areas if you choose the objects in proportion to the size of the wall.

Architectural details, such as plaster moldings, cornices, decorative motifs, alcoves, and niches can be dramatic wall accents. In a period home, try highlighting moldings, dadoes, or cornices with gold antiquing or stripping. Accentuate an alcove by painting it a contrasting color or by using wallpaper. Scenic-patterned wallpaper may be used to decorate just one wall of a large room.

Do you have a hobby? Wall-hung cabinets and shelves can display shells, chess sets, doll collections, models, and miniatures to give a room a personal touch. Make sure that good lighting highlights your collection. (And don't crowd your shelves so much that you neglect to dust them.)

Once, rugs were made to be walked on. Today decorators hang them on walls for color and texture. Here, too, there's a wide choice. There are fur rugs, abstract designs, and hand-woven styles from all over the world. Consider, too, the attractive effect of framed samplers, needlework, and contemporary woven wall hangings.

Still lifes, antique utensils, copper molds, decorative plates, artificial garlands of onions and peppers, and planters can enliven a kitchen.

Decorate a hallway with framed "primitives" painted by your children. Brighten a bathroom with mounted cabinets and shelves, plaques or planters.

Do you need ideas to get started?

Go through homemaking magazines and clip pictures of wall decorations that please you. If you decide



to make a composition of a variety of art objects, spread it out on the floor first, and try out different arrangements. Make careful measurements, and criss-cross nail areas with two strips of adhesive tape before you begin hammering.

You will find that all it takes to wake up your walls is a smooth surface and your own imagination.

Women's Page

Gas Station Games Are Controversial Sport

GASOLINE station gambling is being subjected to second thoughts by the public, state legislatures, and the companies themselves.

The State of Maryland has moved to outlaw the games. A growing army of non-winners is griping about uncleaned windshields, unchecked oil, and longer waits for service. And even some of the oil companies are getting nervous and would like to drop the games.

An article in the March 1 issue of *Sales Management* asks whether the games are paying off.

The nation's motorists form a very lucrative market. Roughly 78 million passenger cars use some 75 billion gallons of highway fuel.

In a year's time, the typical motorist buys approximately 650 gallons of gasoline—with or without the lure of games.

The competition for service station traffic is intense. The games, introduced on the West Coast in January 1966 as an attempt to attract customers, were immediately successful. The pioneer was Tidewater Oil Company, and the results were spectacular: taxable gallonage figures began climbing. Gallonage in California climbed 17.3 per cent in the first January, 41.6 per cent a month later, 52.9 per cent the next month, and 56.5 per cent the following.

When somebody increases his share of the market, somebody else

feels the pain, so competitors immediately began developing their own games. Today the major oil companies are spending millions of dollars in this type of sales promotion.

People are winning, but the question is, what are the odds? Oil companies not using the games suggest that the winners are only a fraction of 1 per cent of game players. This creates problems for the companies offering games. If a motorist loses consistently at one of the gasoline games, even though he invests nothing, he can become a hostile being and condemn the service station, the operator, and the oil company.

Many service station operators agree that the games are not all that good. For one thing, while the oil companies pay for game promotion, station owners must buy "game pieces" at something like two cents apiece. In some cases, games have caused station traffic to bog down, compelling operators to employ extra help, usually untrained, to man the pumps.

One company which does not promote the games says "It would be far better for promotions to concentrate on giving the consumer top quality products and efficient and complete services that are of real value rather than games, gimmicks, and give-aways."

President Mounts Fight Against Drug Costs

THE government shouldn't have to pay \$11 for a prescription drug that can be bought under another name for \$1.25, President Johnson told Congress as he asked for tools to lower the "exorbitant" costs of many drugs and to hold down soaring hospital costs.

The government pays out millions of dollars in reimbursement for the price of prescription drugs under a variety of Federally-supported programs, including medicaid, medicare, and child health. And sometimes, President Johnson said, it overpays.

He cited recent surveys showing that 12 drugs of the same type sell at retail for prices ranging from \$1.25 to \$11 for 30 tablets.

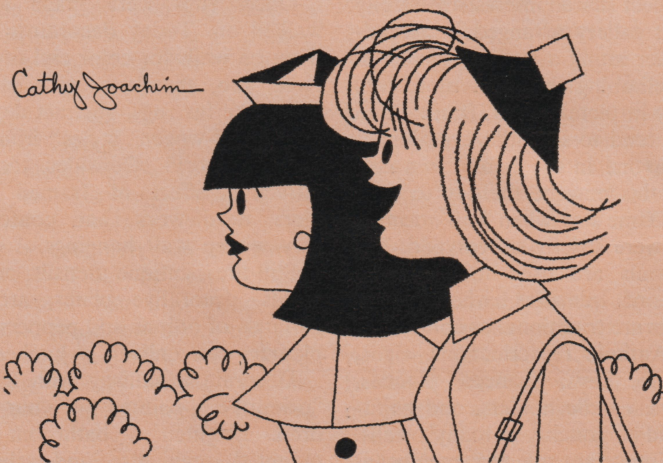
"The taxpayer should not be forced to pay \$11 if the \$1.25 drug is equally effective," the President insisted. "To do this would permit robbery of private citizens with public approval."

Johnson asked authority for the Department of Health, Education and Welfare to set a "reasonable cost range to govern reimbursement for drugs" provided under Federal programs.

He said a physician could pre-

scribe a more expensive drug if he insisted—but reimbursement would be limited to the ceiling price set by the government.

To free physicians from dependence on drug salesmen for information, Johnson sought legislation authorizing the government to prepare an official "compendium" giving complete and accurate information about drugs, in cooperation with manufacturers, physicians, and pharmacists.



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"One nice thing about having your heart shattered on Friday --- you have the whole weekend to get over it"

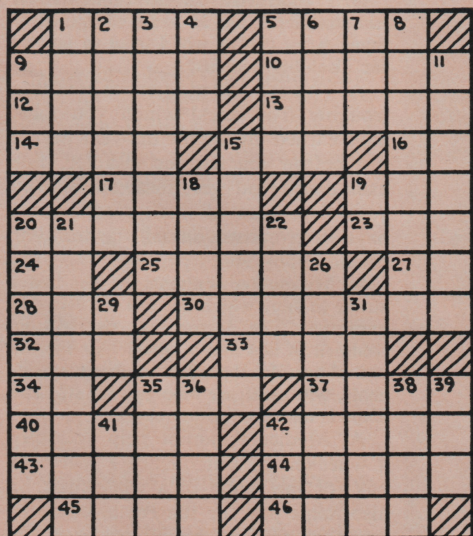
CROSSWORD PUZZLE

ACROSS

1. Joke
5. Refuse of grapes
9. Horse blanket
10. Distant
12. North African antelope
13. Mother-of-pearl
14. A vegetable
15. Underworld deity
16. Music note
17. An opera by Verdi
19. Offer
20. Stranded, as a ship
23. Poem
24. Pronoun
25. Ethiopian title
27. Conjunction
28. Biblical name
30. Tones down
32. Japanese vegetable
33. Shower
34. Continent: abbr.
35. Man's nickname
37. Dainty
40. Group of Boy Scouts
42. Aberdeen
43. Hit
44. Ropes
45. Otherwise
46. Macaws

DOWN

1. Tire
2. Hold in high esteem
3. Depot
4. An impost
5. Hand: comb. form
6. Sigh for Yorick
7. Fabulous bird
8. Hallway
9. Queen of fairies
11. Providers
15. Perils
18. Song for two
19. Hindu sacred tree
20. Quantities
21. French policeman
22. Russian council
26. Fishing lure
29. Hawaiian bird
31. A riddle
35. Parcels of land
36. Fencer's foil
38. Drinking vessels
39. Large worm
41. Lubricate
42. Exclamation



(Crossword Puzzle answers on page 23)
Word Game answers on page 24)

WORDS, WIT AND WISDOM

DO YOU GET A BANG out of word games? Even if you usually feel that you can take them or leave them, here's an odd one that should catch your fancy. It's made up entirely of simple-looking words that begin with "F." But you'll find a lot of sticklers among them. Try to match the numbered word with the lettered word closest in meaning.

1. Flummery: (a) fancy waistcoat . . . (b) illustrated tapestry . . . (c) silly talk . . .
2. Flunky: (a) habitual exam flunker . . . (b) toady . . . (c) splitting halfback . . .
3. Florid: (a) very intelligent . . . (b) covered with flowers . . . (c) ruddy . . .
4. Flotsam: (a) ship's wreckage . . . (b) cub scout medal . . . (c) anchor chain . . .
5. Flout: (a) display brazenly . . . (b) scorn . . . (c) go bail for . . .
6. Flitch: (a) steal . . . (b) salted hog-side . . . (c) dog's skin disease . . .
7. Floccillation: (a) padding . . . (b) sneezing . . . (c) plucking at bedcovers . . .
8. Floccose: (a) stupid . . . (b) wool-covered . . . (c) very talkative . . .
9. Flittermouse: (a) bat . . . (b) giddy girl . . . (c) field mouse . . .
10. Flatus: (a) flat tire . . . (b) wind in stomach . . . (c) divine inspiration . . .

FUN WITH WORDS

THIS MONTH'S QUIZ asks you to pick words similar in meaning to each other. For each word in the numbered list below, there is a word of nearly or precisely the same meaning in the lettered list. If the word lettered "A" means nearly the same as the word numbered "5," write it down as 5-A. When you are finished, check against the answers at the end of the column.

- | | |
|------------------|----------------|
| 1. Loath | A. Reputed |
| 2. Salient | B. Revengeful |
| 3. Abhorrent | C. Reprobate |
| 4. Dissolute | D. Restorative |
| 5. Indispensable | E. Resplendent |
| 6. Putative | F. Reluctant |
| 7. Glorious | G. Repellent |
| 8. Tonic | H. Restive |
| 9. Balky | I. Remarkable |
| 10. Vindictive | J. Requisite |

U.S. Park 'Passport' Offers a Season of Fun

THE Department of the Interior is again offering the Golden Eagle Passport which permits the purchaser and everyone accompanying him in a private, non-commercial vehicle to enter all designated Federal recreation areas requiring an entrance fee. The 1968 passport is valid for a full year beginning April 1. It costs \$7.

The passport is a part of Operation Golden Eagle, the govern-

House Unit O.K.'s Farm Labor Bill

THE House Labor Committee has approved legislation to give an estimated 500,000 farm workers the same right to organize and bargain collectively that workers in most industries have had for more than 30 years.

The bill to bring workers on larger farms under the National Labor Relations Act has been a priority goal of the labor movement.

The bill provides for coverage for workers on farms that employ more than 12 workers and have a total payroll of more than \$10,000 a year.

ment's program designed to provide more outdoor recreation opportunities through the Land and Water Conservation Fund. The fund derives revenues from Federal recreation fees, the Federal motorboat fuel tax, and the sale of U. S. surplus real estate.

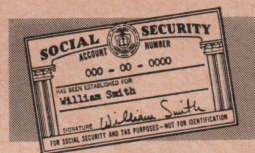
All fee schedules remain the same as last year.

A \$1 daily vehicle permit provides admission for the purchaser and all accompanying him in a private, non-commercial vehicle for entry at one designated Federal recreation area.

A daily permit for use by an individual entering one Federal recreation area by means other than a private, non-commercial vehicle costs 50 cents.

The Corps of Engineers also will provide a \$3 short-term seasonal vehicle permit valid at one of its designated Federal fee areas for the purchaser and all accompanying him in a private, non-commercial vehicle.

Areas where fees are charged must be administered by a Federal agency primarily for scenic, scientific, historical, cultural, or recreational purposes, have recreation facilities or services provided at Federal expense, and be of such nature as to make fee collection practical. Designated fee areas must be clearly posted to show that Federal recreation fees are required.



and
how it
benefits
YOU

Q. When I reached age 62 I retired and began drawing my social security benefit. This was 18 months ago. Recently I became totally disabled as the result of an accident. Would this make any change in my social security monthly benefits?

A. Yes. You should get in touch with your social security office since you may be able to change over to disability benefits up until age 65. This may mean an increase in your social security checks.

Q. Early in 1965 I was injured and as a result have been unable to work since. I filed for disability benefits and the claim was denied because it was thought that I would eventually be able to return to work. My doctor feels that I will not be able to work for another year. Is there any chance that I could now draw monthly benefits?

A. Yes. The 1965 amendments to the social security law changed the disability eligibility requirements to include persons who are unable to work for at least a year because of a severe disabling condition. You should check with your local social security office.

Q. I had a heart attack and don't believe that I will be able to return to work. I have a wife and two children. If I start drawing disability benefits will my family draw too?

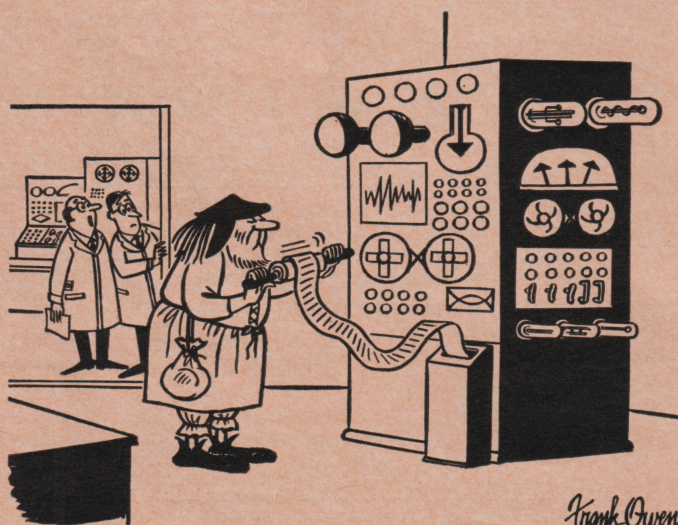
A. Yes. Your wife and children could qualify for benefits under the same conditions as if you had reached retirement age.

Q. I contracted an incurable disease last summer. I am 35 years of age. How many work credits will I need to qualify for disability benefits?

A. You need 20 quarters of coverage (roughly five years) which you must have earned during the ten-year period just before you became disabled. For example, if you were disabled in 1966 your five years of work credits must have been earned during the ten-year period 1956-1966.

Q. My mother is almost 70. She had a stroke in June which has left her left side paralyzed. The doctor says she will be confined in bed and a wheelchair for the rest of her life. If we buy mother a wheelchair, will medicare help pay for it? The \$3.00 is taken out of her check.

A. Medicare cannot help you buy a wheelchair. But medicare will help pay for the rental of a wheelchair. It also helps pay for the rental of other types of medical equipment such as hospital beds, oxygen tents, iron lungs, crutches, and walkers.



Frank Owen
© Cartoons-of-the-Month

"He's a specialist hired to do medieval research!"



LOCAL UNION NEWS

people & places

Newark, N. J., Local 21—A new contract with E. J. Korvette has been ratified unanimously by members of Local 21. The agreement covers more than 1,000 of the company's employees in Paramus, West Orange, Watchung, Woodbridge, and North Brunswick.

Under the settlement, wages increase no less than \$14 a week for full-timers and 35 cents an hour for part-timers. Some boosts will total as much as \$21 a week, or 65 cents an hour, in three installments. Other improvements include a \$15,000 major medical and hospitalization program, cumulative sick leave, severance pay, and a job retraining clause.

The greatest contract advances were made in providing improvements for part-time employees. They now receive equality in wage scales, wage increases, holiday pay, sick leave pay, vacations, and similar benefits.

South Bend, Ind., Local 37—A credit union has been established by the members of Local 37. Secretary-Treasurer Harold Hewitt announces that all officers of the credit union will serve without pay, thus keeping expenses to a minimum. The group is the first established in Indiana by an RCIA local union.

Tulsa, Okla., Local 73—The local union collected holiday pay amounting to \$984.62 for 167 members after it was found that they had been paid at the improper rate for working New Year's day.

Bakersfield, Calif., Local 137—Mel Rubin has been reelected secretary-treasurer and chief executive officer of Local 137. Serving a three-year term of office with him are Bill Baker, president; Vernessa Bennett, first vice president; Gale Jones, second vice president; and Lee Lemon, recorder.

Manor Market in Bishop is the latest grocery outlet to sign an agreement with Local 137.

LaSalle County, Ill., Local 254—A first contract has been negotiated with

RCIA Shopping Bags Build Good Will for Indianapolis Local



UNION PROMOTION—Local 725, Indianapolis, Indiana, distributed several thousand shopping bags to area shoppers through discount stores having collective bargaining agreements. Secretary-Treasurer Lloyd Sanford reports that the local union received many favorable comments from the public. Pictured at a Topps store (from left) are Jim Jacobs, Local 725 business representative, Store Manager Wilson, Sanford, and Business Representative Dan Reason.

Carr's Department Store in Peru. The two-year agreement raises wages as much as \$18 a week in less than a year's time, Secretary-Treasurer Sam Castellano reports. In addition employees are covered immediately by a health and welfare plan that will be substantially improved at the beginning of next year.

Both full- and part-time employees gain holiday and vacation benefits,

and a premium of time and a half the regular hourly rate is paid for Sunday work.

The fine first agreement also includes a leave of absence clause, sick leave, jury duty pay, and many other benefits.

A similar agreement was also negotiated with the Arlan's Department Store in Peru.

Buena Park, Calif., Local 324—Members of Local 324 working at Disneyland received an automatic pay raise of 19 cents an hour on March 1, under the terms of the current agreement.

Previously, members working at L and G Auto Parts received a 7½-cent-per hour pay boost and a five-cent, cost-of-living increase. Employees of Richards' Home and Gift and Yacht Shop also received a 7½-cent pay boost.

CROSSWORD PUZZLE

ANSWERS

J	E	S	T	M	A	R	C
M	A	N	T	A	A	L	O
A	D	D	A	X	N	A	C
B	E	E	T	D	I	S	R
A	I	D	A	B	I	D	
A	G	R	O	U	N	D	O
M	E	N	E	G	U	S	O
O	N	O	T	E	M	P	E
U	D	O	R	A	I	N	
N	A	L	E	S	N	I	C
T	R	O	O	P	A	N	G
S	M	I	T	E	H	E	M
E	L	S	E	A	R	A	S

Local 435 Pays Tribute to Member of 44 Years



GOLDEN TRIBUTE—The members of Local 435, Granite City, Illinois, commemorated Joseph Luzenski's 44 years of loyal and active service to the local union by presenting him with a gold lifetime membership card and a gold wrist watch. Secretary-Treasurer Hetty Sheppard proudly makes the presentation to Brother Luzenski, who served as guardian and guide during his tenure in Local 435.

Local 254 Member Is First To Benefit Under Pension Pact



HAPPY PENSIONER—Secretary-Treasurer Sam Castellano of Local 254, La Salle County, Illinois, smiles cheerfully as he presents a pension check to Sister Ann Pienta, the first member of Local 254 to retire under a collectively-bargained pension plan. A member of Local 254 for 17 years, she spent 26 years in the retail industry.

Beginning with the April meeting, Secretary-Treasurer Arthur Z. Berland announces that there will be a drawing for an all-expenses-paid trip for two to either San Francisco or Las Vegas.

During one recent month a total

of \$4,115.01 was collected for Local 324 members by the grievance department. In addition four members were reinstated to their jobs.

Tacoma, Wash., Local 367—Effec-

tive March 1, Local 309 of Olympia merged with Local 367, Tacoma. The members of the two local unions voted for the merger to increase their collective bargaining strength and effectiveness in their communities. Local 367 Secretary-Treasurer Ray L. Rich will be the executive officer of the combined unit.

A first contract has been signed between Local 367 and White Front. Secretary-Treasurer Ray Rich calls the settlement the "most outstanding discount contract in the Tacoma-Seattle area." Substantial wage increases are accompanied by a list of fringe benefits that include pension and health and welfare programs, dental care, paid prescriptions, vision care for the entire family, paid sick leave, and a strong seniority clause.

O'Fallon, Ill., Local 371—A new agreement has been concluded with the Economart Department Store. Wages go up by 32½ cents an hour in three installments, a health and welfare plan is initiated, and a sick leave program established.

Concurrent with negotiations, a grievance settlement won back pay adjustments for two members. One received \$508.80 and the other \$105.40.

Akron, Ohio, Local 698—Paul Bowman, business representative of Local 698, has been elected a member of the executive board of the Massillon Trades and Labor Council.

Local 698 Secretary-Treasurer L. W. Radabaugh has been appointed to a second term as trustee of the Akron Public Library. He will serve for seven years.

A first contract with Akron Vitamin and Cosmetics Distributors has been ratified by Local 698 members. The

Answers to Word Game

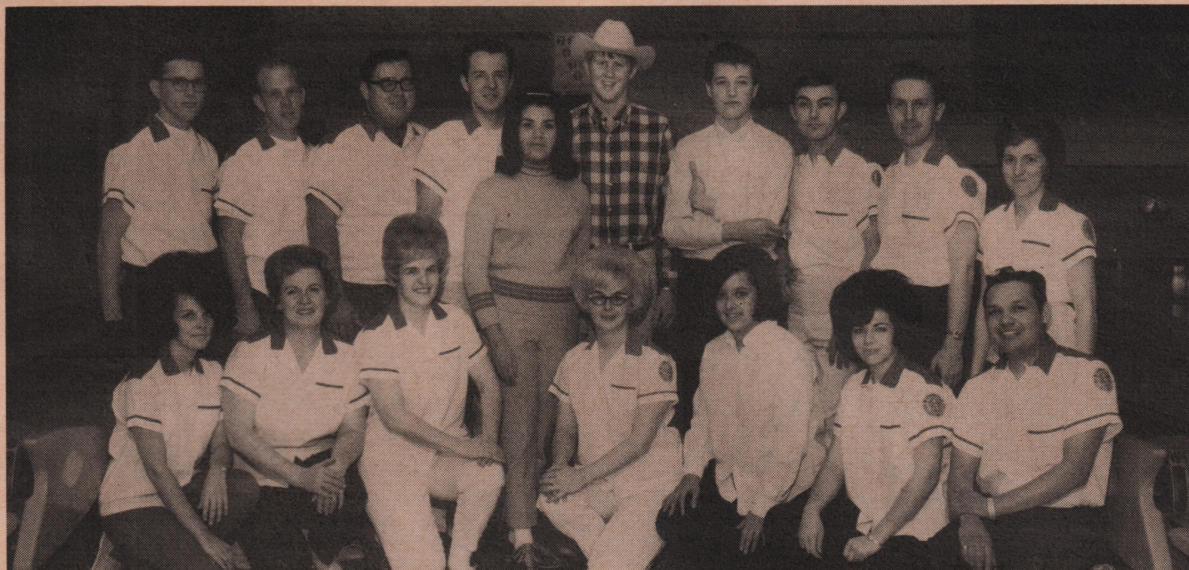
Words, Wit and Wisdom

- 1-C (FLUM-er-ee)
- 2-B (FLUNK-ee)
- 3-C (FLORid)
- 4-A (FLOT-sum)
- 5-B (FLOUT)
- 6-B (FLITCH)
- 7-C (flok-sih-LAY-shun)
- 8-B (FLOK-ohs)
- 9-A (FLIT-er-mous)
- 10-B (FLAY-tus)

Fun With Words

- 1-F; 2-I; 3-G; 4-C; 5-J; 6-A; 7-E; 8-D; 9-H; 10-B.

Tulsa, Oklahoma, Local Union Sponsors Six RCIA Bowling Teams



COMPETENT KEGLERS—Secretary-Treasurer Charles M. Nobles of Local 73, Tulsa, Oklahoma, proudly reports that the local union's first attempt at bowling competition is being well-supported by the

membership. Shown above are some of the members of the six teams sponsored by Local 73.

agreement raises wages by a total of 30 cents an hour, provides hospitalization and life insurance, and provides for contributions to a jointly-administered pension plan.

Cleveland, Ohio, Local 880—President David McDonald announces another breakthrough for Local 880—the establishment of dental coverage for food division members and their dependent children under 19. The plan reimburses members up to 75 per cent of a fixed fee schedule for dental treatment including root canal therapy and fixed and removable bridgework.

Toledo, Ohio, Local 954—New contracts with Great Scot and Spendless have been ratified by members of Local 954. The pacts raise wages by 30 cents an hour by February 1970. In addition, a fringe benefit package estimated at 23 cents an hour was won for the Great Scot employees. This includes a pension and health and welfare program, two additional holidays, and liberalized vacations. All part-time employees are included in the fringe benefit program.

At Spendless, the health and welfare contribution was doubled, the employer agreed to negotiate a pension plan, and vacation and holiday benefits were increased.

Seattle and King County, Wash., Local 1001—Local 1001 is a new number among RCIA local unions.

RCIA Local Unions Support Steel Strikers



HELPING HANDS—Members of Local 526, Kenosha, Wisconsin, in conjunction with area food stores, collected and contributed canned goods to aid striking steelworkers in their community. Also assisting in this community effort were RCIA Locals 1540, North and Northwest Suburban Towns, Illinois; 1403, Racine, Wisconsin, and 444, Milwaukee. Shown at the Kohl's food store in Kenosha, are from left Ken Sprague, a member of Local 526; Bob Lorum, store manager; Royce Williams, local union member; and Local 526 Store Steward Jackie Bail.

It was chartered on February 7 after a merger of Locals 299, 1207, and 1404. Ivan Rosenberry is president of the newly-chartered body, and William Olwell is secretary-treasurer.

Columbus, Ohio, Local 1059—Business Representative Dorothy Crum and Executive Board Member Josie Schultz were reelected vice presidents

of the Franklin County Union Label and Service Trades Council. The local union is active in promoting the store card and union label.

San Francisco, Calif., Local 1100—The U. S. Board of Geographic Names has approved the naming of a lake in the High Sierras in memory of Charles K. McDermid, late business

Montana Local Union Is Active in Easter Seal Campaign



LICKING A PROBLEM—Local 57, Great Falls, Montana, and its Business Agent J. L. Whitaker led a volunteer team that stamped and addressed 40,000 pieces of mail for the 1968 Easter Seal Campaign. Above, Whitaker is shown with students from the C. M. Russell and Great Falls High Schools, whose cooperation was the key to success in the charitable undertaking.

representative of Local 1100. McDermand, a well-known outdoorsman, was the author of several books about the mountain country.

Contra Costa County, Calif., Local 1179—A settlement with the area's bakery outlets raises wages by 25 cents an hour by November 1969. A first boost of ten cents an hour was retroactive to November of last year. The premium pay for evening work is increased to 25 cents an hour, and maximum pension benefits increase to \$250 a month in addition to social security. Additional health and welfare benefits include an eye care program, a new dental plan that includes orthodontic care, and a diagnostic program.

Wage increases totalling 25 cents an hour are also a feature of the settlement with Macy's Department Store in Richmond. The health and welfare program was improved to add prescription drug payment, and the jointly administered pension plan was also upgraded.

Philadelphia, Pa., Local 1357—Employees of E. J. Korvette are working under a new agreement that raises wages by \$12 a week over a two-year

period. The pact won approval in February.

Some 1,100 selling and non-selling employees in Northeast Philadelphia, Springfield, King of Prussia, and Cheltenham are covered by the contract.

The settlement also provides for an additional holiday, improves vacation benefits, and expands the hospitalization and medical program.

Camden, N. J., Local 1360—Joseph J. McComb has been reelected president of the Central Labor Union of Camden County and Vicinity. The AFL-CIO central body represents 105,000 union members.

Las Vegas, Nev., Local 1536—Local 1536 has completed the organization of the Karl's and Reeves' shoe stores in the Las Vegas area. The new agreements provide some of the finest working conditions in the state.

Dayton, Ohio, Local 1552—Employees of the IGA Park-N-Save in Eaton have voted for representation by Local 1552, in an NLRB election.

The local union has also been certified as the bargaining agent for the employees of the Clarks Discount

Store in Springfield.

The local union's bowling team is way out in front in the Tuesday Retail Merchants League.

Nashville, Tenn., Local 1557—Local 1557 has been recognized as the collective bargaining representative of the employees of the Giant Foods of America in Nashville, following a check of authorization cards.

Oklahoma City, Okla., Local 1680—In a secret ballot election, employees of the Pratt Food Store in Ardmore voted by a margin of two to one for representation by Local 1680.

Local 324 Continues Annual Scholarships

ALMOST 200 applicants for the scholarships offered by Local 324, Buena Park, California, took a comprehensive examination as the first step toward winning an award. Twenty-nine college scholarships totaling \$10,000 are being offered.

According to Arthur Z. Berland, secretary-treasurer of the 13,700-member local union, interest in the competition this year "has been unusually high, possibly because of the constantly rising costs of higher education."

This is the seventh consecutive year of Local 324's college scholarship program, with \$47,500 having gone to 136 students since 1962. Eligible to compete for scholarships, which are awarded for one year, are Local 324 members and their sons, daughters, or spouse. Previous winners are not eligible to repeat.

An independent scholarship committee will evaluate the results of the test and will select "finalists" who will appear for personal interviews and present grade transcripts, recommendations, and other data for the committee's consideration.

The 29 awards to be given for the 1968-69 academic year include:

One award, \$750, for graduate study; one award, \$500, for graduate study; two awards, \$750 each, undergraduate study; three awards, \$500 each, undergraduate study; one award, \$500, specifically for study at University of California, Irvine; 21 awards, \$250 each, undergraduate study.

Agency Shop Fee Is Tax Deductible

AGENCY shop fees or other monthly service charges paid to a union by a non-member as a condition of employment may be deducted from gross income for Federal tax purposes.

An inquiry to the Internal Revenue Service posed this situation: An employee working for an employer that had signed an agency shop contract with a union chose not to join the union after completion of the probationary period. He paid the union the agency shop fee, equal to the monthly dues. No portion of the charge was used for health or accident insurance premiums, or other payments that would serve to defray an expense of a personal nature.

Also, the union made no substantial expenditures for lobbying purposes, for the promotion or defeat of legislation or for political campaign purposes.

In its decision, the Internal Revenue Service said:

"Section 162 of the Internal Revenue Code of 1954 provides for the deduction of all ordinary and necessary expenses paid or incurred during the taxable year in carrying on any trade or business. An individual while performing his services as an employee is carrying on a trade or business, and the ordinary and necessary expenses incurred in connection therewith are deductible.

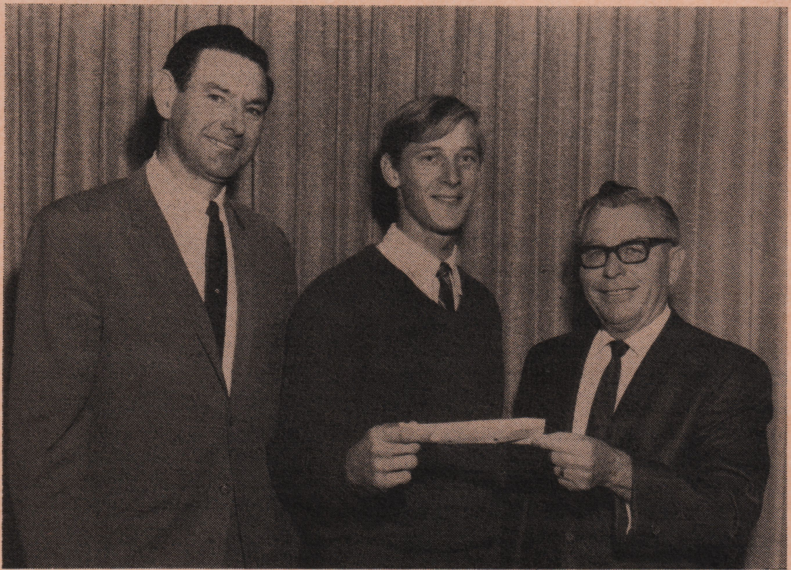
"Section 1.162(c) of the Income Tax Regulations provides that dues and other payments to an organization, such as a labor union or a trade association, which otherwise meet the requirements of the regulations under Section 162 of the Code are deductible in full.

"Accordingly, in the present case, where the employee-taxpayer is not a member of the labor union but is required, as a condition of his employment, to pay the labor union a monthly service charge equal in amount to the dues paid by union members, this payment is an ordinary and necessary business expense deductible by the taxpayer under Section 162(a) of the Code, provided he itemizes his deductions."

Two Retire Under Local 1470's Pension Plan



TWIN BILLING—Members Juanita Miller and Phyllis Allen shared the honor of being the first two members of Local 1470, Quad Cities, Illinois and Iowa, to retire under the local union's pension plan. Pictured above are Sisters Miller and Allen displaying their checks after Secretary-Treasurer Marjorie V. Bender (right) made the presentation.



LARGE SETTLEMENT—Smiling with pride are Secretary-Treasurer G. Ray Butler (right) of Local 1167, Riverside, California, and Business Agent Christopher Marci, as they examine the back pay check, in the gross amount of \$1,100.31, recovered for local union member Bill Brooks (center).

Local 1167 Recovers \$1,100.31 Back Pay for Member

IT does not cost to belong to Retail Clerk—it pays," stated G. Ray Butler, secretary-treasurer of Local 1167, Riverside, California, referring to the substantial back pay settlement recovered for local union member Bill Brooks.

Through the diligent efforts displayed by Local 1167 representa-

tives, Brother Brooks received back pay restitution in the gross amount of \$1,100.31.

Butler also reports that by careful scrutiny of collective bargaining agreements, the local union collected wage claims amounting to \$5,533.64 and \$1,345.65 for the months of December 1967 and January 1968.

Notes
for

organizers and
negotiators

The U. S. Consumer Price Index rose to a record of 118.6 of the 1957-59 base of 100 in January. The index was 3.4 per cent above a year earlier, running at the highest annual rate in ten years. This meant that it cost the typical city family \$11.86 last month to buy goods and services that would have cost \$10.00 in the 1957-59 period.

The Canadian Consumer Price Index increased by 0.3 per cent to 151.0 at the beginning of November 1967 from 150.5 at the beginning of October. (1949=100). This was 3.8 per cent higher than the November 1966 level of 145.5.

Jewel Companies' sales for the 53 week fiscal year ending February 3 were the highest for any year in the company's history. Sales were 17.4 per cent above the 52 weeks ending January 28, 1967, totalling \$1.2 billion, against \$1.1 billion.

Von's Grocery Company reported net earnings of \$15.5 million for the year ending December 31. Net income for 1966 amounted to \$7.5 million. Sales for 1967 totaled \$216.2 million, compared with \$207.5 million for the previous year. As of December 31, Von's operated 71 markets, and 11 markets are expected to be opened during this year.

Loblaws Company earned for the 28 weeks ending December 16, \$5.8 million, on sales of \$1.4 billion. In the 12 months to June 3, sales totaled \$2.4 billion, and profit was \$14.7 million.

Sperry & Hutchinson Company had record earnings in 1967. Profits were 12.5 per cent greater than in 1966. For 1967, Sperry & Hutchinson had net earnings of \$28.2 mil-

lion, compared to \$25.0 million for 1966. The company reported that in the fourth quarter net earnings and domestic stamp service revenues were at record highs. Net profit in the quarter was up 17.6 per cent to \$8.4 million, from \$7.1 million in the same 1966 period. Domestic stamp service revenues rose 2.8 per cent to \$89.2 million, from \$86.7 million.

Cook Coffee Company's sales increased 16.5 per cent in 1967 to \$376.9 million, compared to \$323.4 million in the previous year. Net earnings increased 14.3 per cent to \$6.5 million, compared to \$5.7 million. Both sales and earnings set records for the sixth consecutive year. Cook Coffee Company operates Uncle Bills and Ontario discount stores, Pick-N-Pay Supermarkets, Jay Drug Stores, and Stem Distributing Company.

Weis Markets chalked up increases for the 52 weeks ending December 30 of 13.7 per cent in earnings and 10.1 per cent in sales over the 53 weeks ending December 31. Net earnings were \$6.4 million, compared to \$5.6 million for the prior year. Net sales for the 52 weeks were \$138.6 million, against \$125.8 for the previous 53 weeks. Weis Markets operates 65 markets in Pennsylvania, Maryland, and New York.

Genesco's earnings and sales were at record highs in the six months ending January 11, with gains of 6.4 per cent and 5.1 per cent, respectively. Net profit was \$17.5 million, compared to \$16.5 million earned in the same period a year earlier. Net sales rose to \$483.1 million, from \$459.5 million.

Lucky Stores' sales and earnings

hit highs for the sixth consecutive year. Sales last year amounted to \$627.3 million, up 34 per cent over 1966 sales of \$467.5 million. Net earnings for 1967 were \$11.4 million, an increase of 46 per cent over 1966 earnings of \$7.8 million. At the close of fiscal 1967, Lucky had 202 stores, including 13 Gemco membership department stores. Expansion in 1968 is expected to add 30 supermarkets and five Gemco units.

Vornado, Inc. had record sales of \$720.8 million in the fiscal year ending January 28. Sales for the four weeks ending January 28 totaled \$45.0 million. The figures include the sales of Food Giant Markets, Inc., which was acquired on September 29. For the year ending January 31, Vornado had sales of \$331.9 million. Food Giant's sales were \$335.8 million.

Applebaum's Food Markets of St. Paul achieved record sales of \$19.0 million for the third quarter. This was an increase of 22 per cent and set a record for the period. The company's sales were \$15.6 million for the corresponding quarter a year ago. Third-quarter profits for the period ending January 27 were \$304,600—a gain of 27 per cent. Sales for the first 39 weeks of the fiscal year were \$54.0 million, compared to \$43.4 million in the similar period a year ago. Profits were \$844,000, compared to \$692,700 in the previous year.

Zayre Corporation's sales increased 16.4 per cent for the 52 weeks ending January 27 and were 17.7 per cent ahead for the four weeks ending the same date. Volume for the 52 weeks totaled \$402.4 million, compared to \$345.7 million for the same period a year ago. Four-week sales were \$20.0 million, against \$17.0 million. There were 115 stores in operation at the end of this year, compared to 96 last year.

Western Auto Supply Company reported a 7.4 per cent increase in January with sales of \$31.5 million over January 1967, when volume was \$29.3 million.

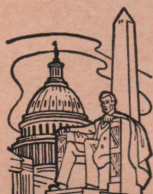
NEWS-LET



The News-Let is published monthly by the International Association. Statistical information in the section is from government agencies, reputable firms, and the Research and Legal Departments of the RCIA and, while believed to be accurate, is not guaranteed.

AFL-CIO AFFILIATES WON 54.5 per cent of all the National Labor Relations Board elections they entered into in the six months ending December 31, 1967.

During the same period, affiliated unions won 54.9 per cent of elections involving newly organized workers. Some 198,000 workers were eligible to vote.



CAPITAL COMMENT
AND CURRENT NEWS

This improved the 1966 performance when the AFL-CIO unions had a winning margin of 54.6 per cent for elections for which an incumbent union was on the ballot and 54.4 per cent among newly organized units. The Federation's affiliates won 1,431 of the 2,618 elections they took part in through the last half

of 1966. A year later, the figures were 1,291 victories out of 2,351 elections.

SOLICITOR OF LABOR Charles Donahue has called for changes in the Labor-Management Relations Act to allow employers to contribute to trust funds to provide scholarships and day-care centers for their employees or their families. Testifying before the Labor Subcommittee of the Senate Committee on Labor and Public Welfare, Donahue said the need for such legislation stems from the fact that Section 302 of the LMRA flatly prohibits employer contributions to trust funds except in very limited situations.

Payments now lawful under the LMRA include those to trust funds for medical or hospital care, compensation for injury or illness, unemployment benefits or life insurance, disability or sickness insurance, accident insurance, pooled vacation, holiday severance pay, or similar benefits, or apprenticeship or other training programs.

A FURTHER DECLINE IN PURCHASING POWER occurred between December and January. The Department of Labor's Bureau of Labor Statistics stated that a reduction in average weekly hours combined with the continued rise in consumer prices caused the drop. Because of a decrease in average weekly hours from 38.2 to 37.6, gross weekly earnings dropped from \$103.90 to \$103.40—a 50-cent decline. This occurred despite a three-cent increase in average hourly earnings—from \$2.72 to \$2.75. After-tax pay for a worker with a wife and two other dependents dropped 39 cents, from \$92.50 to \$92.11. For the single worker, net spendable earnings declined from \$84.95 to \$84.57.

A SURVEY of the eating habits of U. S. citizens shows that poor nutrition is a threat even to families in the

highest income bracket. The study, conducted by the U. S. Department of Agriculture, shows in fact that in 1965 Americans ate less well than they did ten years earlier. This occurred despite higher income and the ability to choose from among the greatest abundance and variety of wholesome, nutritious foods at the lowest real cost of anytime in our history.

The quality of diets by income, as determined by the Department's home economists, is shown in the table below:

Quality of U. S. Diets by Income

	Good	Fair	Poor
under \$3,000	37%	27%	36%
\$3,000-\$4,999	43%	33%	24%
\$5,000-\$6,999	53%	29%	18%
\$7,000-\$9,999	56%	32%	12%
\$10,000 and over	63%	28%	9%

RETAILING PERFORMED BETTER than most industries in 1967, with an overall sales gain of approximately 2 per cent. Earnings of American industry generally were about 5 per cent lower than in 1966. Department stores in particular did well, with sales and profits showing an increase of around 6 per cent over the previous year.

The continuing rise in personal income bolsters retail prospects for this year. Economists also expect that the abnormally high level of savings that occurred in 1967 will drop back to normal. In the last quarter of the year, savings reached a level of 7.5 per cent. If that rate drops by two points, \$12 billion will be added to 1968's spending. A large part of this will be spent for services, but several billion dollars will be rung up on store cash registers. Rising prices will reduce the profit margin on some of this volume, but all portents indicate that 1968 will be a prosperous year for the nation's retail industry.

MENTAL ILLNESS COST THE UNITED STATES more than \$20 billion in 1966. The largest part of the \$20 billion—\$15.5 billion—resulted from decreased productivity. These losses included \$14.3 billion in marketing output, \$970 million in homemaking services, and \$240 million in unpaid work such as home maintenance and volunteer services. The report, released by the National Institute of Mental Health, showed treatment and prevention of mental illness cost Americans almost \$4 billion, including more than \$2.5 billion for inpatient care and more than \$1 billion for outpatient care. The study found that \$9 billion, or about half of the cost of mental illness, was borne by someone other than the patient or his family.



NATIONAL AND STATE LABOR BOARD NEWS

AN EMPLOYER VIOLATES THE ACT by permitting a supervisor to act as a union steward, the NLRB has ruled.

The record shows that the steward assigned work to employees, transferred them from job to job in the plant, generally and responsibly directed the work of two mechanics, and reprimanded employees for habitual tardiness. The exercise of such authority was not merely routine but required the use of independent judgment. Under these circumstances, the Board concluded that the steward was a supervisor.

The Board ruled that mingling of supervisory and employee-representative functions deprives employees of their right to be represented by individuals having single-minded loyalty to their interests. The employer, by permitting the steward to so act and by dealing with him in this capacity, unlawfully assisted the union and interfered with the union's proper administration of its representation function.

Accordingly, the employer was ordered to cease the unlawful conduct. (Dock Warehousing & Bottling Center, Inc., 169 NLRB 100.)

AN EMPLOYER VIOLATES THE ACT by promising benefits to employees if they vote to decertify the union, the NLRB has ruled.

Although the union had been certified as the exclusive bargaining representative, it was never successful in negotiating a contract with the employer. In February 1967 a petition calling for the decertification of the union was circulated. An election was held in March 1967, resulting in decertification.

The Board found that on the day before the election, a foreman stated to three employees that if they voted out the union in the forthcoming election, they would be given every Saturday off and would receive wage increases.

The employer claimed the foreman's remarks were isolated, in that they affected but three of the 44-unit employees and thus constituted insufficient ground for setting aside the election. The Board rejected that contention, stating that since the union lost the election by only two votes it was reasonable to assume that a statement of this type might influence the result of the balloting.

Accordingly, the employer was ordered to cease the unlawful conduct. A new election was ordered. (Darby Cadillac, Inc., 67 LRRM 1239.)

REVERSING A TRIAL EXAMINER, the Board ruled that the employer unlawfully denied recognition to a union in an effort to gain time to dissipate the union's majority.

The trial examiner found that the union represented a majority of the employees at the employer's plant when, almost simultaneously with the filing of a representation

petition, it requested negotiations. The employer refused.

The examiner found that the employer unlawfully threatened two employees when he stated he would close the plant because they signed union authorization cards. He held, however, that certain interrogation was lawful because employees were told that they were free to act as they pleased with respect to supporting the union and that the employer acted in good faith in refusing to recognize the union.

The Board disagreed with the trial examiner and determined that the employer committed extensive unlawful interrogation. The Board also found that the employer did not adequately communicate to employees either that the only purpose of the interrogation was to determine if the union possessed a majority or that there would be no reprisal. The interrogation occurred while a petition for an NLRB election was pending and did not serve any legitimate purpose. Moreover, the Board noted that the questioning was not done by secret ballot.

The Board's conclusion was that the unlawful interrogation, when coupled with the illegal threats, clearly demonstrated that the employer's decision in refusing the bargaining demand was made in bad faith.

Accordingly, the employer was ordered to cease the unlawful conduct and bargain with the union upon request. (Leonard Fontana et al., d/b/a Fontana Bros., 67 LRRM 1210.)

AN EMPLOYER VIOLATED THE ACT by discharging 30 employees because of union activity and by contributing support to and assisting an independent union, rules the Board.

After an unsatisfactory resolution of employee grievances, an employee contacted the union. At a subsequent union meeting, this employee and others signed authorization cards and were provided cards for distribution to other employees.

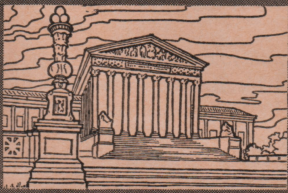
A few days later, the company president spoke to employees, urging them to form a grievance committee or company union. The next day, an employee began circulating copies of a petition for a company union, which developed into the independent union.

About three weeks later, reportedly as part of a company shift in operations, 40 employees then working and two employees on leave of absence were laid off with no expectation of recall. The employee who contacted the union and 29 other employees who supported the union were among the 40.

The employer argued that the discharges resulted from a selection system involving a series of factors. The Board found there was lacking any measurable objective element controlling the evaluation process and that the selection process involved discriminatory considerations which, among other factors, showed the discharges to be violative of the Act.

The Board also found that the employer sponsored and initiated formation of the independent union and thereafter contributed unlawful assistance by various means in violation of the Act.

The employer was ordered to cease the unlawful conduct and to reinstate the discriminatees with back pay and interest. (Regency Electronics, Inc., 169 NLRB No. 49.)



COURT DECISIONS CONCERNING LABOR

VOLUNTARY DUES CHECK-OFF is a mandatory subject of collective bargaining, rules the Court of Appeals in the District of Columbia.

During collective bargaining negotiations the union demanded that a contract contain a provision for voluntary check-off or other means of facilitating collection of union dues. The company refused to grant this demand. The union offered, and the company rejected, several alternative dues collection schemes in lieu of voluntary check-off.

The NLRB found that the company's objection to a check-off was not based on the cost or inconvenience to the company, but allegedly on the 'principle' that collection of union dues was union business. However, the company had departed from this principle in a prior contract. The Board concluded that the alleged principle was based on the company's belief that if it refused the check-off, the union would suffer and probably leave the scene. The Board concluded that if a party at the bargaining table espouses a position for the purpose of destroying or even crippling the other party to the negotiations, he has not bargained in good faith as required by the Act.

The court of appeals states that an employer does not escape condemnation when it has refused to bargain in good faith by a mere claim that it only engaged in hard bargaining on one issue. An employer may not assume an intransigent position in bad faith on a mandatory subject of bargaining even though its purpose to frustrate an agreement on that issue coincides with a willingness to reach some overall agreement. The Labor Act condemns a refusal to negotiate in fact about a mandatory subject even though the employer in good faith desires some overall agreement. Entering or conducting negotiations with intent to destroy the other party would appear to be the archetypal example of a violation of the requirement that parties in a collective bargaining relationship must act in good faith. (*Steelworkers v. NLRB*, 67 LRRM 2450.)

VETERAN'S RIGHTS TO JOB PROMOTION and increase in pay are protected by the U. S. District Court in Massachusetts.

Plaintiff left the employ of defendant to enter the military service and, upon his release from active military duty, was reemployed. While the plaintiff was in the military service, the defendant filled two vacancies in a job rating to which the plaintiff would have been promoted. The two men receiving the promotions were junior to the plaintiff in seniority at the time that he entered military service.

The collective bargaining agreement provided that the senior employee in the next lower rating must be pro-

moted if qualified by fitness and ability to fill the vacancy. The collective bargaining agreement provided that the employer would make determinations as to fitness and ability.

The court found that the plaintiff, had he not entered the military service, would have been promoted automatically and would have had the opportunity in preference to the two promoted employees. The court stated that the legal test is whether there would have been a reasonable certainty that promotion would automatically have accrued to the employee had he remained continuously in the employ of his employer. The veteran has the benefit of a presumption that he would have remained in the employ of the employer, performing satisfactorily, and would have taken the requisite steps to assure himself the benefits of his status. The determining factor is, whether in the light of employment practices and agreements, he would have secured the benefits. Although a collective bargaining agreement requires that for promotion the employer make a determination that an employee is qualified by fitness and ability, a veteran, as a result of the customary practices of his employer, may nonetheless have acquired a right to promotion after his military service. (*Burke v. Boston Edison Co.*, 67 LRRM 2535.)

EXHAUSTION OF INTRA-UNION REMEDIES is required of reprimanded union member in action against a union under the Labor-Management Reporting and Disclosure Act, rules a United States District Court in Indiana.

In this case a union member brought suit against his union for alleged violation of his rights under the LMRDA. The court states that exhaustion of internal union remedies is required under the Act for the purpose of furthering development of union democracy. The exhaustion of such internal procedures is not mandatory, but courts have the discretion to determine whether pursuit of such union remedies is required. Generally the courts require an exhaustion of intra-union remedies in the absence of some showing that to do so would be futile.

Additionally, the court stated that the complaint claims no other damages to the plaintiff than a reprimand. Such a mere 'slap on the wrist' cannot be raised to the level of discipline protected by Federal labor law, the appellate court stated. (*Bougie v. Carpenters*, 67 LRRM 2402.)

A FEDERAL COURT has no jurisdiction to compel a union president to certify the eligibility of members as candidates in an election, rules a district court in New York.

The union members brought an action under the Labor-Management Reporting and Disclosure Act requesting an injunction to compel their certification as candidates in a forthcoming election. The court ruled that it has no jurisdiction to issue such an order.

The proper procedure for the plaintiffs to follow is to apply to the Secretary of Labor after exhausting internal union remedies as provided in the LMRDA. The Supreme Court has held that a union member could not bypass these exclusive internal procedures by invoking the jurisdiction of the district courts. (*Conley v. Aiello*, 67 LRRM 2406.)



ARBITRATION DECISIONS

DISCHARGE OF EMPLOYEE FOR FORCIBLY attempting to prevent supervisory personnel from entering plant during wildcat strike is too severe, rules Arbitrator Wayne T. Geissing.

The grievant, along with numerous other employees, struck the employer in violation of their contract. It appears that the grievant acted as spokesman and ring leader in the attempt to stop supervisors and their vehicles from entering the plant.

The arbitrator stated that all of the strikers placed their jobs in jeopardy and, of course, could have been discharged. He concluded, however, that the grievant's discharge was unjustified since (1) he was not responsible for union policy; (2) the stopping of the persons and vehicles was a concerted picket line activity in which more than a dozen strikers participated; and (3) his aggressive activity was not of such importance as to have either caused or prolonged the strike. (Morris Bean & Co., 49 LA 1267.)

EMPLOYER'S SUSPENSION AND SUBSEQUENT DISCHARGE of local union president was unjustified because the employer departed from normal disciplinary procedures in disciplining the union official, rules Arbitrator John F. Sembower.

The grievant, a long-service employee, was admittedly a top producer. Sometime prior to 1966, she was elected president of the local union. As president, she proved to be a dynamic leader and captured the favorable attention of the national union officials. In 1966, there occurred the first strike in the history of the company. The collective bargaining agreement that followed contained considerable gains, including the company's first pension plan. The strike and its resulting benefits made the grievant *persona non grata* to the management officials. In fact, the company's president asked the national union to give the grievant a job on the national staff so that she would leave the plant. This did not happen. The grievant was suspended for poor workmanship. Sometime thereafter, the suspension was changed to a discharge.

The arbitrator found that the circumstances surrounding the suspension and discharge established that the employer treated the grievant in a discriminatory fashion. For example, (1) the alleged defective work product was not discussed with her at the time but was brought directly to the attention of the plant manager, contrary to the normal practice of having foremen correct defects; (2) an engineering error rendered all the coils worthless and yet the error did not result in any engineering employee's discharge; and (3) the employer did not use its stated policy of progressive discipline. (Basler Electric Co., 49 LA 1100.)

EMPLOYER'S THREE-DAY SUSPENSION OF EMPLOYEE who refused to work overtime is too severe, rules Arbitrator Wilber C. Bothwell.

On Friday, the grievant was told he had to work on Saturday. The grievant told his foreman that he could not work overtime because he had to put a roof on his workshop. A superintendent warned him that his refusal to work on Saturday would result in disciplinary action. Despite this, the grievant did not report for work on Saturday.

This case presents the basic question of the right of an employer to require its employees to work overtime. The arbitrator stated that such a question is controlled by the collective bargaining agreement involved and the rule of reason. In line with this rationale, the arbitrator concluded that the contract gave the employer the right to require reasonable amounts of overtime. However, he found that the grievant was justified in refusing to work overtime because he had a sufficient reason, namely, he had to put a roof on his workshop before it rained. The arbitrator concluded that the employer's disciplinary action was unjustified because of the grievant's excuse and the fact that the grievant had never refused to work overtime before. (American Body & Equipment Co., 49 LA 1172.)

EMPLOYER IS OBLIGATED to make dues deduction in excess of regular weekly amount when employee's dues are in arrears.

Under the contract, the employer agreed to make weekly deductions. The contract further provided that in the event of an omission or under-deduction the company would make appropriate additional deductions in the next pay period.

Arbitrator Samuel S. Kates found that the company had an obligation to deduct additional dues for reasons other than those set forth in the contract because other contingencies should not result in the union being deprived of its checkoff rights. He ordered the deduction of dues to cover a pay period when the employee did not make enough money to cover the checkoff. (Franklin Electric Co., 50 LA 41.)



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Labor's Heritage



... Democracy cannot work unless it is honored in the factory as well as the polling booth ...

men cannot be truly free in body and in spirit unless their freedom extends into the places where they earn their daily bread.

— Senator Robert F. Wagner
May 18, 1939

RCIA MEMBERSHIP BRINGS



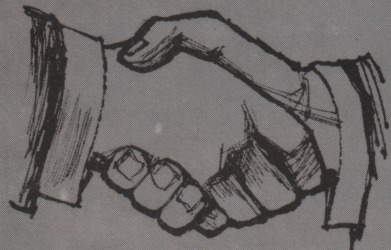
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